

# The Conference Board MANAGEMENT RECORD

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## The Great Swing in Employment

BY LEO WOLMAN

**T**HE Federal Government's record of the course of employment since the end of the war is, wherever it is examined, a dramatic exhibit of the country's capacity for swift and thoroughgoing readjustment. What happened, as disclosed by this record, belied the majority of forecasts and practically all of the timid prophecies which undertook a year or more ago to look beyond the war's end.

For several years now the United States Bureau of the Census has been providing once a month, by a process of sampling, an over-all view of the nation's total employment situation. Among the varieties of information which this monthly report yields are estimates of the size of our labor force, the aggregate volume of employment, and the amount of unemployment. Thus, if these figures are to be relied on (and there is much to be said in their behalf), they afford students of economic trends and the state of the nation an indispensable supplement to available estimates of production, business activity, and the national income.

### SIXTY MILLION AT WORK

The civilian labor force, that portion of the population which either had a job or was seeking work, is estimated for the week September 8-14, 1946, to be 59,440,000. The month before it was 60 million, the reduction being a seasonal decline due mainly to the return of summer workers to school. Compared with a similar period in 1945, September 2-8, the labor force had increased by 6,540,000 from 52,900,000 to 59,440,000. This vast change is in part a measure of the demobilization of the Armed Forces and the return of veterans to the labor force. As of September, 1946, the Census estimates the civilian labor force to be composed of 30,880,000 nonveteran males, 11,290,000 veterans, and 17,270,000 women.

Employment, in the same period, grew nearly as much as the civilian labor force, or 6,120,000. The total numbers estimated to be employed in September, 1946, were 57,370,000. As the Census currently defines employment, this 57 million includes some 2 million who had jobs but were not at work during the week of the count. Of these 2 million, 1.5 million were not working because of vacations or illness and the remainder were temporarily absent from their jobs for a variety of reasons, such as bad weather or temporary layoffs.

Together with the 2 million who had jobs but were not working at them during the Census week, there were another 2 million who had no jobs and were therefore defined as unemployed. During the year, September, 1945-1946, while the civilian labor force and total employment each increased by more than 6 million, unemployment increased 400,000. What this means is that the overwhelming majority of persons offering themselves for jobs were absorbed into employment. At the end of this year, 2 million, or something more than 3% of the civilian labor force, were without jobs.

### SHIFTS IN LABOR FORCE

These changes in the size of the civilian labor force and the volume of employment and unemployment disclose only part of the enormous shifts in the labor market which have taken place since the end of the war in the process of demobilizing the Armed Services, liquidating the munitions industries, and expanding civilian production. One of the most striking of these shifts is the decline in the employment of women, which, between July, 1945, and September, 1946, shrunk by nearly 3 million. Another is the decline in factory employment with the drying up of purely war industries. The peak of factory employment appears



to have been reached in the fall of 1943 when there were more than 17 million employees on manufacturing payrolls. By July, 1946, their number had been reduced to something more than 14 million. At the same time, industries and services curtailed by the war have expanded their employment. Thus construction added a million employees, while financial and miscellaneous services added another million.

#### AN IMPRESSIVE RECORD

These few figures ought to give Americans a good deal to speculate about. This record, if it shows anything at all, is a demonstration of the adaptability and flexibility of this country's economic organization. The record is all the more impressive if one recalls the stormy character of the months in which the record was made. A good many of the months were dominated by labor strife and all of them by political controversy over economic policies. Of course, the record does not mean that all these conflicts and controversies have been settled correctly. But it does appear to mean that the economic organization of this country has the capacity to generate a great deal more of economic activity than it has been credited with. And that will be something to bear in mind some months hence when people may once more begin to talk about maturity and the lack of opportunities and jobs.

The record also raises questions about full employment. Here we achieve a labor force of 60 million in August, 1946—some four or five years ahead of schedule. Of this labor force, 2 million, or 3%, were unemployed. Is this a condition of full employment? Is it the state of things specified and defined by Sir William Beveridge as the desired end of public policy? So far as comment in this country is concerned, the conditions prevailing in August and September, 1946, are generally considered to be conditions of extraordinarily good or full employment. The evidence for that conclusion is that no one talks or worries about unemployment. Evidently it must not be difficult to get a job.

#### IS IT TIED TO INFLATION?

But figures of labor force, employment, and unemployment directly afford very few clues to the underlying economic conditions which may be required to perpetuate a state of satisfactory or full employment. They tell little, if anything, about prices, or wages, or costs, or margins of profit, or efficiency. They do not of themselves disclose how the prevailing state of employment adds to or subtracts from the system's economic stability. Yet these are in the long run the critical questions. How efficient is a state of full employment? Is it necessarily, as now seems to be the case, to be associated with a state of inflation, or rapidly rising costs and prices, which are hard to arrest?

There must be in all of these figures, finally, a large element of definition. As the definition changes, the count changes. Do we get a larger or smaller labor force, as it is presently defined, or as it used to be defined when the labor force was called the gainfully occupied? A change of a million or two, one way or the other, will make a noticeable difference in estimates of the number unemployed and the unemployment rate. Even as they are now defined and measured, how much difference does the existence of compulsory unemployment insurance make on the estimates of both the employed and unemployed?

#### ROLE OF PUBLIC POLICY

These are continuing questions. They apply not only to present conditions but also to the future, whether activity and employment are rising or falling. For in this stage of the economic development of the United States, public policy and the institutions created by that policy often play a determining role in the meaning of such terms as employment, labor force, and unemployment. And sometimes they play a more important role than at others.

## Compensation Award

**A**N ARBITRATION award, handed down on September 23, ended the five-year dispute between the Fifth Avenue Coach Company and the Transport Workers Union (CIO) regarding one-man operation of two-deck buses. The company was authorized to change from two-man to one-man operation, but only on the condition that it make provision for pensioning over-age conductors and absorbing other conductors as drivers if they were able to qualify for these positions.

Specific conditions under which the company may install one-man bus operation follow. All conductors over sixty-five years of age are to be retired and given a monthly annuity equal to 1½% of monthly earnings, averaged over the past ten years, multiplied by the years of service, in addition to the federal old-age benefits. Conductors between the ages of sixty and sixty-five are to be retired on the same basis, plus a sum, paid by the company, equivalent to the amount which the individual would receive under Social Security.

All conductors who can qualify as drivers are to be continued in the company's employ at top pay rates. Conductors under sixty who cannot qualify as drivers receive accrued vacation pay and termination pay of ten days' pay for each year of service.

Conductors and drivers over sixty may retire on an annuity or may accept severance pay. In any case, minimum severance pay must be \$500. F. B. B.



## State Cash Disability Benefits

**D**URING the past few years, bills have been introduced in increasing numbers in state legislatures and in Congress to provide compulsory cash sickness benefits for workers. So far, only two states have placed such legislation on their statute books—Rhode Island in 1942 and California in 1946. Experience with the Rhode Island law is particularly noteworthy, as it is serving as a guide to other states in making their own plans.

### THIRTY-SIX MONTHS' EXPERIENCE

The original Rhode Island law<sup>1</sup> provided for employee contributions (taken from the 1.5% employee contribution to the unemployment compensation fund) of 1% of the first \$3,000 annual compensation. This diversion of funds, therefore, did not represent an additional burden upon employees. No employer contributions were required. The minimum weekly benefit under the act was \$6.75 and the maximum \$18. The amount and duration of the benefits depended upon the individual's earnings, but the maximum duration of benefits during the benefit year could not exceed twenty-one weeks. A one-week waiting period was required for the first disability, but none for subsequent disabilities.

During 1943, the first year of operation, experience with the fund was favorable, with net increments reported each quarter. Beginning with the second quarter of 1944, the experience was distinctly unfavorable, with the result that the fund shrank from \$3.5 million in March 31, 1944, to \$2.8 million in 1945 and \$2.2 million at the end of March, 1946. In view of the steady and rapid decline of the available funds, corrective measures were deemed imperative.

### BENEFITS HIGH

Upon analysis it was found that the deficits could be traced to several sources. First, the total payrolls in Rhode Island began to decline in 1944, and consequently contributions to the fund were correspondingly reduced. Secondly, inasmuch as the claims for the current year were based upon the earnings for the previous calendar year, benefits in a period of declining payrolls were based upon higher earnings than the worker was currently receiving. Thirdly, benefits for pregnancy, occupational injuries and for retired workers were too high. In addition, excess payments for these three types of claims tended to favor some

<sup>1</sup>Data on Rhode Island experience taken from *Monthly Labor Review*, "Recent Developments in Rhode Island Cash Sickness Benefits," July, 1946, p. 21.

individuals and to discriminate against others because of technicalities of the law.

Immediate and drastic measures to preserve the fund's solvency were necessary, and the General Assembly in January, 1946, amended the existing act in several important respects.

Beginning July 1, 1946, the employees' contribution to the fund was increased from 1% to 1.5% of the first \$3,000 annual compensation for the next two years. Thus the workers' contribution of 1.5% of pay to the unemployment compensation fund has been diverted entirely to the sick benefit fund. An important reason for making this diversion of employees' contributions was that the unemployment compensation fund had an extremely large balance.

Under the amended law, benefits for pregnancy are limited to fifteen weeks, although payments may be extended if unusual complications result from childbirth. Under the original law, some women might draw benefits during two years, while others would draw benefits during one year, depending upon the delivery date.

Benefits for retired employees were also prohibited under the amendment. Many workers had retired from the labor market since V-J day, but they remained eligible for cash sickness benefits because they had contributed to the fund during 1945. The law has been amended to prohibit payments to persons who have not worked for six months or who have not applied for employment at the United States Employment Service.

### BENEFITS FROM TWO SOURCES

Workmen's compensation benefits, under the original act, could be paid concurrently with cash sickness benefits, with the result that a considerable proportion of workers suffering occupational injuries received from the two sources a sum greater than their normal earnings. Consequently, the law has been amended to provide that benefits from the two sources may not exceed 90% of the employee's average weekly wage at his last regular employment.

The term "sickness" was not clearly defined in the original act. Under the amendment, an individual is deemed sick in any week in which he is unable to perform his "regular or customary work" because of his physical or mental condition. In addition, he is eligible for benefits even though his employer pays him his regular wages. The new definition of sickness may make it easier for a worker to establish his claim to benefits and may prevent denial of payments to those



suffering from ailments which keep them from doing their accustomed tasks. It has been pointed out that this provision may provide a loophole for malingerers who may take temporary employment requiring less physical exertion than their regular jobs, and, at the same time, collect cash sickness benefits. Therefore, this amendment may serve to loosen, rather than restrict, the requirements for receiving benefits.

#### CALIFORNIA LAW

California was the second state to enact a law providing cash disability payments.<sup>1</sup> Like Rhode Island, it diverted the employees' 1% payroll tax formerly paid to the unemployment compensation fund to a separate fund from which the disability payments would be financed. No employee contributions are required. Disability benefits range from \$10 to \$20 a week for a period from nine to twenty-three weeks, depending upon previous earnings. A one-week waiting period is required for each period of disability.

The committee in charge of making recommendations for the state program studied the Rhode Island law carefully and attempted to avoid the several features of the latter law that made its operation so costly; namely, payments for workmen's compensation cases, pregnancy benefits, and the requirement of only one week's waiting period during the benefit year.

Covered workers receive benefits if they are unavailable for or unable to work because of illness or injury. The disability may be mental or physical. The term "work" is defined as the individual's regular or customary pursuit. Benefits are not given for pregnancy.

In order that an employee may not receive full-time benefits from more than one source, a worker may not receive disability benefits in the same week in which he receives unemployment compensation or workmen's compensation benefits. In addition, he may not draw benefits and regular wages at the same time. An exception is made if the latter is less than the benefit, in which case the benefits are reduced by the amount of wages.

Because of the integration of the disability and unemployment compensation programs, the coverage, provisions as to the amount and duration of benefits, base period, wage requirements, benefit year, and claim procedures are the same for both (where applicable).

Under an amendment to the unemployment compensation law, effective January 1, 1946, workers of all employers with one or more employees during the current or past year are included, provided the payroll for a quarter exceeds \$100. The same coverage applies to the disability benefit plan. An employee, to be eligible for benefits, must have earned \$300

<sup>1</sup>Data on the California law taken largely from *Monthly Labor Review*, August, 1946, "Cash Disability Benefits in California," p. 236.

in wages in covered employment during his base year.

In order to obtain the minimum weekly benefit of \$10 for either disability or unemployment, the worker must have earned from \$75 to \$200 during the highest quarter of his base year and for the maximum benefits of \$20, quarterly earnings must have been at least \$380. The annual benefit possible for either disability or unemployment is \$160 for annual minimum earnings of \$300 to \$350. The maximum annual earnings of \$2,000 to \$3,000 entitle a worker to yearly benefits of \$468. If an employee receives both disability and unemployment benefits during the year the maximum amount that he may receive for both causes is one and one-half times the amount he would have received for either type of benefit, or a maximum amount ranging from \$240 to \$702 a year, depending upon his earnings.

#### Voluntary Plans

A significant development in the California law is the integration of company disability benefit plans with the state benefit program. A company may continue its own disability benefit program under certain conditions. Its plan must be more liberal than the state program. Employees must not contribute more than 1% of their wages. The plan must be available to all employees, and approved by the majority. It must contain provisions for including future employees.

If the employer's plan provides for insurance, it must be underwritten by an "admitted" disability insurance insurer. Otherwise, the employer must give bond or other security for benefit payments. The plan must continue for at least two years. It may then be terminated by either an employer or a majority of the employees. When benefit payments become effective under the act, the payroll taxes for disability benefits of those employees who belong to the voluntary plan are paid into the voluntary fund instead of to the state fund. Private plans must bear the extra administrative cost of such plans, to be prorated according to wages paid to participating employees, up to 0.02% of such wages.

#### Effective Date of Plan

Under the law, benefit payments were to begin one year from May 21, 1946, unless the state received permission to transfer the employees' contributions for 1944 and 1945 from the Federal Unemployment Trust Fund to the State Disability Fund. On August 10, President Truman signed the bill<sup>1</sup> permitting this transfer. Accordingly, distribution of benefits will begin December 1, 1946.

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<sup>1</sup>Public Law 719—79th Congress, Chapter 951, Second Session.



## Measured Daywork

**W**AGE INCENTIVES have proved their value in both war and peace, but many wage-incentive practices which were accepted and seemed adequate during the war may be unacceptable or inadequate in peace. One reason is that the major war objective, production, is supplanted by the major peace consideration, cost. With costs increasing, many companies are recognizing the necessity of reappraising their payment plans in order to achieve greater efficiency of the worker and greater return on their investment.

It is, perhaps, owing to these reappraisals that a considerable amount of interest is being stimulated in a type of incentive plan which for many years has been called "Measured Daywork" and which some groups believe represents a plan that will meet the requirements of all types of labor.

### WHAT IS IT?

Measured daywork is an incentive wage plan utilizing job evaluation and merit rating, and is made up of two parts—a base rate determined by the job evaluation and an incentive rate based on the merit factors. The base rate is set after evaluating each job classification and determining its value. In this process the job is thoroughly analyzed and evaluated, after considering such factors as complexity, responsibility, skill, work conditions, physical and mental demand. A base rate of pay is then established for the job, determined by the prevailing rate of pay for a similar class of work in the area or the company, which is not changed unless there is a change in the job content, or company wage policy.

Many believe that production alone is not a measure of the true worth of the employee to the company. The extent of added compensation is contingent upon the factors that are normally employee-controlled—production, the quality of that production, versatility and dependability. The importance of these various factors depends upon their relative value to the company. Incentive allowances are not included in the production standards which are based on time study, past performance, or other empirical studies. If the employee meets the standard of each factor, he is given the maximum rate of pay for that job; if he does not, his extra compensation is in accordance with his performance. The amount of extra compensation varies from 15% to 25% of the total measured-day rate. Some employers believe in a high base rate and a low incentive, while others set a relatively lower base rate and a higher incentive. This

depends largely on company policy and the type of manufacture.

In order to evaluate properly the incentive factors, records are kept of the employee's production, quality, waste, and other achievements per work assignment. Also the worker's capacity for growth or knowledge and his diverse abilities are made part of his personal record for accurate evaluation of the versatility element. While the dependability element is primarily evaluated from attendance and punctuality records, the foreman or supervisor can furnish additional information as to his cooperation, conduct, etc., which are a part of this element. In fact, the act of recording this information serves as a nonfinancial incentive, and has been used by many foremen to eliminate low efficiency under day work rates.

The incentive is brought about through individual periodic reviews of the employee-controlled factors. The reviews are usually made quarterly, depending upon company policy, type of manufacture and employee relations. For new employees, or when first installing the plan, many companies find it advisable to review the rates every month in order to establish for each worker his proper differential in relation to the others as soon as possible. The mechanics of the employee ratings vary widely.

### ADVANTAGES

There are certain advantages that many believe can be realized through the installation of a measured daywork plan. A number of these are as follows:

1. Better morale of workers due to a steady income which they can calculate at least three months ahead.
2. Measured daywork is a wage plan which the workers can understand in its entirety.
3. Reduction in spoilage because the employee recognizes that scrap affects his own rating. Also, there is less tendency for workers "just to get by" on quality work.
4. It brings the foreman or supervisor closer to his employee, owing to the close follow-up of individual efficiency and the necessity for the foreman to justify all variations in the weekly performance report.
5. There are no complicated calculations to perform in arriving at the figure representing the worker's weekly pay check.
6. Time standards may be changed at any time without arousing fear by the worker that his earnings may be reduced.
7. Workers are anxious to cooperate in involving short cuts in manufacturing methods inasmuch as this aids them in their personal rating.



8. Labor difficulties are lessened since bargaining is confined to the individual's base rate.

9. A fast worker is compensated in accordance with his own efforts through the flexibility of occupational rates.

10. Job standards are easily reviewed by running tabulations of job cards, sorting the cards by a descending scale of the dates on which the standards were set. This prevents standards from getting out of date.

11. All job standards are time standards rather than money standards. This forms an effective basis for comparing performance between departments and between periods of the year.

#### DISADVANTAGES

There are certain adverse tendencies which experience reveals should be guarded against in operating a measured daywork plan, and it is the responsibility of the supervisory force to see that such tendencies are overcome.

One of these tendencies is a gradual decline of effort. In order to combat this, it has been found that the foreman must keep in close contact with workers and make full use of the weekly performance records in order to prevent any decline of effort in departments where the workers do not see promotions in store for them.

There may also be some exceptionally fast workers who will be discouraged by the fact that there is a limited variation between the normal and the maximum occupational rate, which usually is 25%. Some workers feel that they can work 50% faster than the normal time, and they want to see the results of such increased effort in their pay envelope at the end of the week.

If "effort" is properly rated by the time study man and the foreman, and the correct method is used, there will be few cases where an operator can produce at a rate higher than 125% for any extended length of time. The importance of skill on the part of the supervisors in rating effort accurately, therefore, cannot be overemphasized.

A second tendency is a gradual departure from absolute standard. The measured daywork plan in its modern application provides a means of systematic review of actual time as compared with standard time on all jobs performed. It is the duty of the foreman or supervisor to check every case of a departure from the standard time. Inasmuch as the company, rather than the worker, is the only one that loses whenever a standard is not met, it is the foreman's duty to see that the standards are equaled or bettered. Improved standards ultimately result in higher wages to employees.

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## Cost of Living Index Changes Name

COOPERATING in the endeavor to lessen the confusion which has arisen over the designation, *cost of living*, as applied to retail price indexes, the National Industrial Conference Board with this issue of *The Management Record* has changed the name of its quarterly indexes. Henceforth, each index will be known familiarly as "Consumers' Price Index," or more formally as "Index of Quoted Retail Prices for Consumers' Goods and Services Purchased by Moderate-income Families."

The short title is the same as that currently used by the United States Bureau of Labor Statistics. Thus, the only two organizations compiling such price indexes on a national basis will continue to apply the same title to their indexes. The more completely descriptive designation adopted by THE CONFERENCE BOARD differs somewhat from that used by the Bureau. The Bureau's full title for its over-all index is "Consumers' Price Index for Moderate-income Families in Large Cities."

This change and that initiated by the Bureau in September, 1945, are an outgrowth of the prolonged controversy described in the September issue of *The Management Record*.<sup>1</sup> During the course of this controversy, several groups studied the methods and procedures followed by the Bureau in the compilation of its indexes. There was general agreement that a change to a more exactly descriptive title would be very helpful in reducing the confusion over the purpose of the indexes. The indexes themselves have not changed, only the name. It is hoped, however, that the new name will achieve the desired result of producing a greater understanding of what the indexes actually measure.

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<sup>1</sup>"Cost of Living: A Five-year Controversy," pp. 291-96.

#### Holds Fashion Show

Climaxing an eight-week course on the development of personality in business, which was open to women employees of the Schenley Distillers Corporation, New York City, a fashion show was given at the Hotel Pennsylvania. Fashions for business girls were modeled by twelve Schenley employees who were chosen from several hundred entries by a panel of style experts at the department store which furnished the clothes for the presentation.



## Rating Factors and Induction

**G**REAT strides have been made in recent years in promoting recognition of the value of care and thoroughness in inducting newly hired workers. It is, in fact, now uncommon to find an employer who does not appreciate that the employee's first impressions are frequently the most lasting. This recognition has led to the development of a wide variety of induction techniques aimed at increasing both the new employee's efficiency and his feeling of "belonging." Reduced turnover, lower unit costs, improved quantity and quality of production and a higher level of morale are concomitant goals.

A considerable part of most formalized induction programs is devoted to answering questions which, for one reason or another, the new employee may not ask. A true conception of the myriad number of these asked and unasked questions may be obtained merely by glancing at the detailed and lengthy nature of many induction programs. This, as experience has repeatedly shown, is all to the good, for the employee who is eager to forge ahead finds himself beset with all sorts of questions concerning his new employer and work situation.

### ESTIMATING PERFORMANCE

Among employees, one pressing and persistent question is: "What, in your estimation, Mr. Boss, constitutes a 'good' job?" Or: "After I'm broken in on this job, how are you going to judge my work?"

McKesson & Robbins, Inc., is one company that recognizes the value of furnishing the answer to this question soon after the applicant's initial contact with the company. Its employee handbook, for example, specifically describes to the new worker the points upon which his performance will be appraised. This information is covered in the handbook in the following manner:<sup>1</sup>

"1. **KNOWLEDGE:** Knowledge comes with experience. The more you can absorb about your work and its relationship to the broad phases of the business the better equipped you will be to assume new responsibilities. But knowledge must be intelligently applied. By keeping mentally alert you will not only acquire more knowledge but will be able to apply it to advantage in your work.

"2. **QUALITY OF WORK:** The quality of the work you do is not overlooked. Quality can be judged in terms of accuracy, thoroughness and neatness. Accurate work is obviously important since small errors and misinformation, whether written or verbal, waste time and money and can create much misunderstanding and ill will on the

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part of customers. Thoroughness and neatness both in writing and typing help toward achieving the goal of accuracy.

"3. **QUANTITY OF WORK:** This consideration tends to measure your efficiency. Quickness in thought and action without attendant errors permits you to accomplish more in less time. Thus the amount of work you do during your normal working day is likely to indicate your capacity for handling more responsible duties in the future.

"4. **INITIATIVE:** This consideration includes such elements as interest in your work; "using your head"; drive; doing a little more than is expected of you. By showing initiative you demonstrate a desire to learn more about the business, to do your job more efficiently, to benefit yourself along with the company. The individual who lacks initiative, who grows listless and appears disinterested in his daily work is placing obstacles in the path of his own advancement.

"5. **RESPONSIBILITY:** A number of factors go to make up responsibility. Among these is *honesty*—both outward honesty and inward honesty. The former we take for granted. It includes such things as punching your own time card, keeping your record clean in all respects. Inward honesty is more personal; it is the element within you that asks, 'Have I done the best I could today? Have I really served the Company to the best of my ability?' Then there is *dependability* which means that you can be relied upon to handle your day-to-day work satisfactorily and further you can be counted upon to 'come through in the pinches.' Under the heading of responsibility also falls the factor of *good judgment*. The use of good judgment in making suggestions and decisions, in conducting yourself with your fellow employees and in handling customers, can definitely be evaluated. Closely allied with these characteristics is the ability to *work without close supervision*. An individual that has to be told what to do, how and when to do it, and who must be constantly supervised to see that the job is done and done properly is not likely to succeed in supervising others. Two final qualities go to make up responsibility. These are *earnestness* and *loyalty*. A sincere desire to participate in the growth of McKesson & Robbins, together with a keen sense of loyalty to the company, are attributes that are easily recognizable and favor your advancement.

"6. **COOPERATION:** Today, teamwork is the key to progress. This can be accomplished through friendliness and a striving to get along well with people. By acquiring the ability to cooperate you develop cooperation on the part of others and this in turn tends to place you in a position of leadership. Leadership is a most important asset and is sought after in every business.

"7. **HEALTH AND APPEARANCE:** This consideration has to do with the mental and physical fitness of the



individual to assume new duties and added responsibilities. Good health reflects itself in energy—the ability to tackle a job and to get things done. Associated with health is *appearance*. Naturally, physical features such as an angular face *versus* a round one, a short stature *versus* a tall one are characteristics over which we have no control. But we can exercise care in our own general appearance. We can use good taste in selecting our wearing apparel and in keeping it neat. We can present a well-groomed look or not as we choose. Good health and good appearance represent real assets for the person who desires to get ahead.

"The considerations for advancement above have been dealt with at some length because you should be fully aware of the basis upon which you and your work will be evaluated."

All except the last of the above factors are tied in with a Merit Rating Form so that it is possible for the company to point out in the handbook that progress and promotions in the Sales, Office, and Warehouse departments in general will be based on the employee's record in relation to these factors.

Although the applicant is unaware of it, he is rated on an Interview Rating Form during the interview as accurately as possible on all of the seven factors.

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## Management Reading

"New Paltz—An Experiment in Community Education," by Paul Fitzpatrick, *The Arbitration Journal*, Summer, 1946. A case history of a community organization devoted to discussions of present-day use of arbitration in labor-management disputes, commercial controversies, and international conflicts on economic and political levels is presented very ably by Mr. Fitzpatrick, who is Administrative Vice President of the American Arbitration Association. The article concludes with the observation that New Paltz becomes the first American small community to take the knowledge and discussion, and actual application of the principle of arbitration into its schools, homes, offices, churches and other aspects of the daily living of its inhabitants. A. A. D.

"Speech and Human Relations in Industry," by Charles T. Estes, *The Quarterly Journal of Speech*, April, 1946. Attempts by labor and management to understand each other at the conference table are "often frustrated by inadequate communication," according to Mr. Estes, who is a veteran conciliator of the United States Conciliation Service. Imperfect listening, inaccurate interpretation and assimilation of what is read or heard contributes to poor conference results, says the author. There are three phases, he says, of collective bargaining and grievance procedures—the organizational, the fighting and the cooperative. Trial and error should be reduced by "improving communication and in circumventing mechanical habits of behavior." A. A. D.

## Dietitian Trainees for Industry

THE second class of student dietitians is in session at the Eastman Kodak Company, Rochester, New York, where its members are receiving practical training in the various procedures which constitute cafeteria operation.

In November, 1943, the Eastman Kodak Company organized the first in-plant training plan for dietitians in industry. Prerequisites for admission to the school are high and include graduation from an accredited college or university with a major in either foods and nutrition or institutional management. No student is admitted unless her scholastic standing is acceptable for membership in the American Dietetic Association.

The twelve-month course is an intensive one with two major objectives: (1) to give the student a thorough understanding of in-plant feeding and the details involved in its management and (2) to acquaint the student with methods of nutrition education to overcome nutrition problems in industry. The course develops in the prospective dietitian not only the ability to operate a cafeteria and other food service units but also a better understanding of industry.

Students spend approximately ten months in the company's fifteen cafeterias and three service dining rooms. Practical experience consists of food preparation, counter service, food purchasing and menu planning, food inventory, food cost accounting and training for general supervisory responsibilities.

### SUCCESSFUL GRADUATES

In addition to this experience, the student, working in conjunction with the company medical department, consults with employees on individual nutrition problems. She is also given the opportunity of promoting such educational programs as group instruction, preparation of posters and nutrition exhibits. Several weeks are devoted to observing vitamin preparations and special foods and vitamin research projects.

Eighteen young women have completed the Dietitian Training Program to date and are holding responsible positions in industrial and educational organizations throughout the country. Over 150 women have applied for admission to the course.

The school is still very young but the Eastman Kodak Company is convinced that it has a real value and should, through its well-prepared graduates, do much to improve the well-being of industrial workers.

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*Management Research Division*



## Case Problems for Leadership Training

ONE of the most important qualities of good supervision is recognized to be leadership. Although company selection programs are devoting increased attention to this quality and are endeavoring to develop techniques for measuring applicants' aptitude for it, a more persistent problem is the development of leadership ability among present supervisory personnel. Leadership has been a difficult subject for the supervisory training program. One reason is that it is regarded as a somewhat mystical subject. Another is that training directors have found that foremen do not respond to training of the "copy book" variety.

A case-problem method has been used over a period of years in a number of plants in different industries. This program has been used at all levels of organizations, from first-line supervisors to top executives. Cases have been developed from research covering accepted principles of leadership and situations calling for their application. All cases are based on actual happenings and offer problems which sooner or later confront most supervisors. Each case involves the application of one or more fundamental principles, rather than problems of individual company practices and procedures.

The program is conducted on a conference-discussion basis. Following a general introduction by the conference leader, written statements of the case studies are distributed to the participants, who are asked to read over and consider each case. Each case is then discussed thoroughly.

Discussions of the various problems may take anywhere from twenty minutes to one hour. The amount of time required for thorough discussion depends on the experience and knowledge of the group, upon the case itself, and on the extent to which the leader is willing to encourage discussion of similar problems raised by the conferees.

The conference leader's introduction to the problems follows:

"Supervisors at every level in an organization have a definite management responsibility. Within the area of work assigned to them—no matter what that is—their task is to contribute their part toward seeing that goods of the proper quality are produced in the proper quantity within the allowable time schedule. Supervisors are concerned with plant, equipment, raw materials, processes, money, and other physical materials. But even more they are concerned with people, because all their productive effort is obtained through people. Therefore the direction and control of men and women is their

prime responsibility; and their success as supervisors is to be measured in terms of the results they are able to accomplish through people, rather than in terms of their technical knowledge or skill.

"The modern industrial supervisor must not only be skilled in productive processes but he also must be a leader. He must be capable of instilling in people a feeling of personal achievement through working together harmoniously toward the fulfillment of the objectives of the enterprise. He must be able to develop willing cooperation as opposed to effort based on fear and coercion. This is the fundamental principle underlying supervisory leadership of the kind that is needed under today's conditions.

"It is relatively easy to agree generally on the importance of fairness, honesty, friendliness and similar qualities of good leadership. Difficulty arises, however, in determining how or which principle to apply in a specific situation. One way, therefore, for discussing the art of leadership is to examine actual cases, and by analysis draw out workable principles. It is recognized that in the discussion of any case there is not always a "one right way." The right way depends not only on the facts of the case but also on the personalities of the persons involved. In the discussion of cases during the ensuing meetings, therefore, it is to be recognized that the principles agreed upon can only be ones which are most likely to increase supervisory effectiveness."

### PROBLEMS IN LEADERSHIP

The following are representative case problems:

Considering the characteristics of the following two men, which should make the better foreman?

Roy Cozzens is very easy to talk to and is well-liked by almost everyone. He is known as a "regular" fellow. The people who work for him, even when critical of the company, are loyal to him personally. Although he is not a very good organizer, he gets a great deal done because of the friendly cooperation people give him. He is capable and the work he does personally is of high quality. He often works long hours, due somewhat to his lack of ability to organize and to coordinate the efforts of his employees. With his subordinates, superiors, and associates he is a good salesman—bordering at times on being a politician—and in gaining his ends he is not always honest.

Jim Harding is always business-like and gives the impression of being cold with his employees. This characteristic makes it difficult for him to obtain the employee's point of view. He is very capable and is a good organizer. His own work is well thought out and he strives to obtain equally high-quality work from his subordinates. He always defends the company's position even though he may personally be in disagreement with it. He is impartial and honest in his dealings with other people.



In each of the following case problems in supervisory relations, the supervisor has met a situation or has expressed his viewpoint of a problem. You are to consider his action or expression of attitude and to determine whether you agree or disagree with the supervisor.

1. Donald Adams has been supervisor of his department for a short time, coming from another location in the company. A small group of the employees in his department frequently plays cards. Adams is invited to join the group which plays at the home of one of the members. Adams wants to be friendly and accepts the invitation.

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

2. Two of the men in George Wells' department are complaining to him about the new method of work that has been set for their jobs. Before the new method had been decided upon, George was asked about it by his boss and he spoke against it. He was overruled, however, and was told why.

In answer to the two men George says, "I agree with you boys, I don't like this new method either. But I'd say let's go along with it for a while. Maybe I'll get a good chance to take it up again."

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

3. Foreman Art Thomas is called in by his boss to discuss the poor quality record of his department. His boss has given him quite a call and has emphasized the necessity for turning out a quality product in a competitive market. Finally Art says, "Well, the whole fault belongs to just two of my men, Simons and Thompson. I can see that I'll really have to get after them."

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

4. Foreman Ray Jones has spent a considerable amount of time developing and testing a procedure that is applicable in his section of the plant and which probably would save the company money. He hesitates to pass the suggestion along to his general foreman because on previous occasions he has found him unreceptive to ideas. Ray has talked the idea over with his brother-in-law, Bill Brady, who is an engineer in another company. Brady suggests that Ray let him tell Ray's plant superintendent about it because Bill knows him well and plays golf with him every Sunday. Because it will benefit the company and because he wants to get credit for a good idea, Ray tells him to go ahead.

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

5. Paul Jarrett has a new employee in his department and has assigned Bill Carson to break him in. During the course of the day, Jarrett observes that Carson is teaching him a wrong method on one phase of the work. Paul interrupts pleasantly and says, "Boys, we don't want to get off on the wrong foot. I think Bill has this a little wrong. Do you mind, Bill, if I show him the right way?"

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

6. Phil Jordan has observed that three or four men in his department of twenty-five people are abusing the privilege of having an occasional smoke off the job, and

in other ways are "soldiering." He decides to call the whole department together and to give them a lecture on the smoking privilege and on doing an honest day's work.

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

7. John Foster is the head of a department composed of himself as supervisor, an assistant, and thirty-five employees. The employees organize a departmental bowling league open to all members of the department. They invite Foster and his assistant to participate. Foster, although he likes to bowl, decides not to join, feeling that it is not good to mix with his employees outside the plant.

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

8. Foreman Joe Dobson makes it a firm rule never to discuss his men's personal affairs with them. He feels that he should stick to business and not let himself wide open to a lot of unnecessary headaches.

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

9. Foreman Bill Johnson's idea of enforcing discipline in his department is to bear down periodically and give his men "hell" once in a while. He feels this is better than reprimanding on every single occasion that there is cause for it. He believes the latter method is a form of nagging.

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

10. Bill Smith, a department head, has received a severe reprimand from his superior. As a matter of fact, it is undeserved. He walks out of his superior's office, obviously upset—his face red. Joe Jenkins (a good worker, friendly, but one who minds his own business) asks him, "What's the trouble?" Smith tells him what has just happened.

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

11. Jim Forbes, a general foreman, makes it a practice, once he has asked one of his foremen to do something, not to question him about it thereafter. He feels that, if the man is good enough to be a foreman, he should be relied upon to complete the job without question.

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

12. In talking about reprimands to a fellow supervisor, Joe Jenkins says, "My policy is to hand out the reprimand as soon as I find one of my men breaking the rules. In the first place, the man knows why he's being reprimanded, and secondly, I find I can put more emphasis on it than later when I've cooled off a bit."

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

13. Bill Jones is talking to a fellow supervisor about handling complaints. Bill says, "I've found that a very good way to handle most complaints is to listen, and then to forget about it for a while. In many cases, if the man doesn't bring it up again, you'll find that what the man imagined was a complaint has worked itself out."

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

14. Henry Harper, who is a supervisor of a group of clerical workers, observes that the filing system in the department needs revision. He says to two of his men, "I wish you'd look into that filing system when you have



a chance. It could stand a lot of revision." He feels that a general direction of this type is more effective in the long run than specific instructions.

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

15. Dick Clark is a factory foreman. The factory regularly runs safety campaigns. Clark's department is usually near the top in the competition with other departments. It is almost always Bob Thompson, one of the younger fellows, who spoils the record; and, in practically every instance, it is because of Thompson's indifference to and disregard for precautions, in which all the men have been instructed. His attitude has not only irritated the foreman, but has antagonized the entire department, since it means loss of privileges they would gain by achieving a perfect record for the period. Near the end of the current campaign period, Thompson again spoils the record. Thompson is apologetic afterwards, but Clark decides something must be done. Clark calls the department together, has Thompson make a public apology, and gives him a sharp reprimand.

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

16. Harry Colcord is a foreman in George Waters' department. Waters' method of handling departmental problems is to call his foremen together, lay his solution before them, and get their comments. Colcord feels these departmental meetings would be more productive if Waters would lay the problem before them and get their suggested solutions.

Agree \_\_\_\_\_ Disagree \_\_\_\_\_

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## Management Reading

"Analysis of the Company Publication for Employees," prepared by Newcomb & Sammons, 224 East Ontario Street, Chicago. The purpose of this analysis was to determine what is being done and what should be done to make the employee publication a more effective method of welding employer and employee relationships. One of the chief obstacles to this goal was found to be a prevailing belief among management that the employee prefers personal news and pictures to all other types of editorial content.

"Insistence of management that the house organ is solely a reporter of social chit-chat," comments the report, "leaves the majority of such publications without spine. . . . Not more than 25% of employee publications explain or interpret the company or its policies in an effort to build a better basic relationship."

Combating this listless attitude which is leading management to overlook an important opportunity, a number of editorial programs in the steel, oil, automotive and farm implement fields are at present being overhauled to insure a greater effectiveness.

## Wage-rate Changes Since V-J Day

ON SEPTEMBER 20, the United States Bureau of Labor Statistics released its summary of changes since V-J day in basic wage rates in manufacturing and nonmanufacturing industries. The study was based on reports from about 6,600 establishments. Only general, or across-the-board, increases affecting 10% or more of the production workers in an establishment were included. This procedure had the effect of limiting the study to overall wage movements and of eliminating any regularly recurring merit or promotion increases to small groups or single individuals.

The data showed that the average manufacturing worker who received increases bettered his rate by 14½ cents an hour between August 18, 1945, and May 1, 1946. When all other manufacturing workers who did not receive any such across-the-board increases were included, the average was reduced to 11½ cents an hour. The nonmanufacturing sample was confined to trade, finance, public utility and service establishments. Here increases averaged only 8.4 cents an hour, a figure which was further reduced to 3½ cents when unaffected workers were included.

In all manufacturing industries, the most prevalent increase was 18½ cents an hour, followed by 15 to 16 cents and 10 to 11 cents. Only 21.3% of these workers failed to receive such general increases. Among the industry groups, only food and kindred products, and furniture and finished lumber products showed more than 30% of the workers without such advances.

In nonmanufacturing industries, where increases were infrequent, the mode was 10 to 11 cents followed by 5 to 6 cents. Over 59% of these workers failed to get adjustments. In fact, in the finance, retail trade and service industries, such percentages ranged from 61.9 to 67.9. R. A. S.

## New Profit-sharing Plan

On January 29, Pitney-Bowes, Inc., of Stamford, Connecticut, announced a "wage and salary dividend" to its employees. The dividend is computed at 7% of base compensation and is payable to all employees with three or more years of service, with proportionately smaller amounts to workers with less service. Future distributions under the plan will be determined quarterly by the board of directors and will depend upon such factors as team-play, general employee efficiency, and company earnings.



## Trends in Collective Bargaining

### The Wagner Act Today

Interpretations of the National Labor Relations Act by the National Labor Relations Board and the courts vary considerably. In a recent ruling, a local chamber of commerce was found guilty by the board of committing unfair labor practices under the Wagner Act in a newspaper advertisement published during a local union organization drive. But the Eighth Circuit Court of Appeals reversed the board's decision on the ground that the company involved was not a member of the chamber nor did the chamber have a "connection with, or financial interest in, the company nor any voice in the conduct of its business or the formulation of its business policies."

The National Labor Relations Board held in a recent decision that an employer had violated the Wagner Act by discharging a group of employees at the union's request, without making "an honest effort to evaluate the evidence." The union in this instance had a closed-shop contract. An NLRB trial examiner held that the employer had violated the Wagner Act by informing employees of the company about the progress of the collective-bargaining negotiations between the company and the union. The counsel for the employers stated that by refusing to recognize the right of the employer to issue such letters to his employees, the Act was not protecting the right of free speech.

Indeed, many industrialists feel that the only way there will be a broadening of the Act enabling the employer to express himself regarding labor relations and collective-bargaining problems is through amendments to the Act. On the other hand, labor spokesmen are almost unanimous in their opposition to any changes to the Wagner Act on the grounds that it is a "labor law" designed and enforced for the benefit of labor. The National Labor Relations Board in many of its decisions justified its conclusions restricting expression of opinion of the employer on the ground that in these cases employees were deprived of "the freedom guaranteed by the Wagner Act to receive or reject aid, advice or information concerning their rights to organize, join or assist labor organizations."

There have been instances where two similar cases pertaining to employer violations of the Wagner Act have gone to the courts. In one case (American Tube Bending Company) the court has held that the employer was within his rights when he gave his reasons why employees should not, in his opinion, resort to a labor union to secure certain conditions of employment. A similar notice was issued to employees by

the Budd Manufacturing Company, but in this case the company was found guilty of violating the Wagner Act. In determining the guilt or nonguilt of a company, both the courts and the board seem to take into consideration the history of labor relations between employer and employee.

Pointing out that the Wagner Act operates in a field in which human emotions run high, Paul M. Herzog, Chairman of the National Labor Relations Board, recently stated that "much is said in the press and elsewhere both for and against the manner in which the government operates in this field. This is as it should be, since administration can only be sound if it is subjected to the continuous scrutiny of an informed public opinion. This means that it is extremely desirable that that opinion be in fact informed." He declared that the National Labor Relations Act contained nothing which authorized restraint of freedom of speech and discussion and that this freedom of discussion under the Wagner Act is defined by the United States Supreme Court as follows:

"Free discussion concerning the conditions in industry and the causes of labor disputes appears to us indispensable to the effective and intelligent use of the processes of popular government to shape the destiny of modern industrial society. . . . The right thus to discuss and inform people concerning the advantages and disadvantages of unions and joining them is protected."

But the right of free speech, like other rights, Mr. Herzog points out, is not absolute.

In one of its decisions, the National Labor Relations Board declared:

"It is unquestionably true that an employer in the exercise of the freedom of speech protected by the First Amendment is privileged to entertain and express his opinion on labor policies and problems. But this privilege is not an absolute one. Where the utterances themselves, viewed against the backdrop of the employer's total activities, take on the character of coercion, or where, in conjunction with the speech, the employer otherwise makes use of his economic power over his employees to influence their action, the employer exceeds the protected limits of the right of free speech.

"That is not to say that any show of bias or departure from neutrality is sufficient to amount to coercion. Much depends on the surrounding circumstances. Where the circumstances disclose that the statements made by the employer are designed not merely to persuade to action but form part of a course of conduct which is deliberately calculated to and has the effect of restraining or coercing employees in their free choice, then 'pressure exerted



vocally by the employer may no more be disregarded than pressure exerted in other ways.' And in determining whether a course of conduct attains the stature of restraint or coercion, the manner and degree (measured both in terms of quality and quantity) in which the employer departs from neutrality and manifests his opposition to a union are relevant considerations.

"Thus, standing alone and in the absence of other evidence, the presentation of an argument, temperate in form and containing no intimations of reprisal . . . may not support an inference of coercion sufficient to outweigh the employer right of free expression. But the situation is quite different where, as here, it is clear that the employer's purpose is not merely to express its views, but rather to engage in an organized, intensive, and aggressive campaign forming part of a general 'course of conduct'—aimed at achieving objectives forbidden by the Act."

There is a feeling among industrialists that although the National Labor Relations Act was necessary to offset the practices on the American labor front before 1935, the picture has changed and industry should not be penalized today for malpractices of the past. Some believe, however, that "a cop is still necessary" in the field of labor relations because the cases that come to the attention of the board in recent years indicate that "some of the law of the jungle acts have not disappeared." The suspicion seems to prevail with both labor and management that the one wants to take advantage of the other. An internationally known leader of organized labor has stated that we have not yet achieved as high a degree of maturity in getting along with each other as we have in technology.

Representatives of organized labor seem to be in fear of legislation that will offset the National Labor Relations Act. This attitude is said to be resulting in a militancy by organized labor and the greater use of the strike weapon to obtain continued recognition by the employer, higher wages, and improved working conditions. There are industrialists who point out that as long as this suspicion exists on the part of organized labor, the middle way of collective bargaining is still far away.

#### AFL International Program

Big power politics is to blame for a deteriorated world situation which began at Yalta where the basis was laid for strangling the emerging democratic forces in Eastern Europe and the Balkans, according to reports in *Special Bulletins*, issued throughout Europe by the free trade union committee of the Labor League for Union Rights (AFL). The AFL, through its Vice President, Matthew Woll, has requested the Russian Government, through the Soviet Embassy in Washington, to allow a shipment into the Soviet Union of a Russian edition of the *Special Bulletin*. It is not likely, it is being pointed out, that Russia

will permit distribution of any material contrary to its own point of view in any section of the Soviet Union or within Russian satellite states. The League believes that the Big Four occupation policy of dividing conquered countries into zones is a serious mistake, and that there has been no concentration on the reeducation of the German people and the reorganization of their country on a democratic basis. It therefore recommends the following program:

"1. A return to the Atlantic Charter and a loyal adherence to its principles as the guide for all peace treaties.

"2. Transformation of the United Nations Organization into an effective agency of nations responsible for preserving world peace, strengthening the bonds of world security, and promoting human freedom and welfare.

"3. We urge that democratic nations governing liberated countries seek out former union leaders, put upon them the responsibility of reviving free trade unionism, and supply them with the necessary office equipment and means of communication and travel. We urge similar policies to restore the cooperatives.

"4. A world peace conference should be called at an early date. We commend Secretary Byrnes' proposal of such a conference. Small nations should participate in deliberations and decisions.

"5. The spokesmen of free trade unions should be drawn into the deliberations and adequately represented in the making of decisions affecting the peace and prosperity of the world.

"6. Our government should initiate United Nations proposals for overcoming the threat of famine and treating the millions of displaced and uprooted persons in a humane and fair manner to help them make a fresh start in life."

Although the AFL and the CIO have been given recognition as nongovernmental consultative advisers to the United Nations, feeling prevails that little attention is being paid to their suggestions in the United Nations Social and Economic Council.

The AFL's proposals include a proposal for "democracy" throughout the world. Some observers point out that if the principles of true democracy are followed at international conferences, most of the delegates would not be able to participate in the proceedings because countries that have free democratic elections and complete freedom of speech and action are definitely in the minority.

The clash between the CIO and the AFL is no longer limited to domestic issues. There is obviously a tremendous pro-Soviet feeling in the CIO in contrast with the AFL, although even here there are local adherents. The attacks against the American Federation of Labor for its anti-Communist policy are coming "with vigor from the Latin American Federation of Labor," whose President, Vicente Lombardo Toledano, continually refers to the AFL as a body which works "hand in hand with industry and imperialists."



### Policy Statement in Union Contract

Questions and answers relating to interpretations of contract clauses are included in an industry-wide collective-bargaining agreement between the Pacific Coast Association of Pulp and Paper Manufacturers, the International Brotherhood of Paper Makers, and the International Brotherhood of Pulp, Sulphite and Paper Mill Workers. Statements of policy included in the contract cover the authority of the various committees which adjust complaints, the function of the shop steward, the supervisor and the manager in employer-employee relationships and the selection and composition of the boards selected to handle labor relations problems. These boards are known as joint relations boards. Because two districts are covered by this agreement, each district has its own joint relation board.

The following questions and answers indicate some of the procedures followed under this contract and the methods employed to discuss the issues that arise:

*"Union Representative—"*We desire to know from the employers that if such reprimands have been made whether or not you are prepared, if we accept this proposal, to destroy all previous reprimands. Now I am not speaking of company records and reprimands. Are you prepared to destroy those previous reprimands given to the employee or are you prepared to give to the union a copy of all the reprimands that have been made previous to this time. Those are the two points, and based upon your answer will be the acceptance of this report.'

*"Employer Representative—"*As I understand it, you want to know whether we will be agreeable to doing one or the other. We will be agreeable to give the copies, but it is wrong to destroy them because it would take something from the record which should not be taken out, but we have no objection to giving copies, and that will be done.'

*"Union Representative—"*To clarify one point, then, when a company doesn't give us copies of reprimands, then we will assume that no reprimand has been made on any employee in that plant.'

*"Employer Representative—"*That is, no reprimand in writing has been made. They might have been verbal.'

*"Union Representative—"*But those verbal ones would not be used against a man if it came before the Joint Relations Board. That is the point now.'

*"Employer Representative—"*I think that that can be covered in this way, that on those cases where a written reprimand has been issued, then copies of those written reprimands will be supplied to the union committee. In those cases where verbal reprimands have been given and noted on the employee's record, a record of such negotiation will be given to the committee, so that you will be notified of any reprimands on the record.'

*"Union Representative—"*That's all right.'

*"Employer Representative—"*If I understand what is said, if a company chose to give no copies of either the written or the oral, it could never then use them in any

future Joint Relations (Board case). There is no obligation to dig them up, but if you don't dig them up, you cannot use them.'

*"Union Representative—"*With that, we accept the committee's report.'

### How To Use the Labor Agreement

Oftentimes the collective-bargaining agreement becomes a nonunderstandable document in the minds of many of the employees and the expression by an employee, "Gosh, I wish I could make head or tail out of this," and "What does this agreement mean to me any way?" has caused some concern to both employer and employee representatives who feel that the wording of the agreement and the ability on the part of the worker and supervisor to understand the agreement should be a contributing factor toward better labor-management relations.

The section of a recently negotiated contract between the Textile Workers Union (CIO) and Johnson and Johnson has a part called "Here's How." This section begins with the statement that "by understanding and appreciating each other's problems, by dealing with facts and by working together in promoting working efficiency and eliminating waste of all kinds, by being fair in our dealings with each other, by respecting each other's judgment," both parties can improve the industrial and economic relationships between employer and employee.

This section states further that it is impossible to provide for every probability in an agreement and that the parties cannot be guided by the language of the agreement alone, that the intent and understanding of the principals who drafted the labor agreement must be accomplished by practical discussions whenever a misunderstanding comes about, and above all it is necessary to "be fair and impartial."

The sections of this agreement pertaining to union shop, grievance machinery, seniority and other questions are written in a very informal, almost conversational, fashion. The agreement defines a grievance as follows:

"A grievance is a disagreement. It may come about because of a misunderstanding, an oversight, an honest error in judgment or a dozen similar reasons. Our grievance machinery has been created to talk these things out, to explain, reach an agreement, make an adjustment if necessary, and to better understand each other. We all want amicable adjustment of all disputes and grievances. This is our most important goal in what we call industrial relations. If we all want it, and will do our share toward accomplishing it, we will have few grievances!"

### Company Rules

Rules by companies relating to employment conditions that in the past were separate from the collective-bargaining agreement seem to be included in agreements more and more. A master agreement be-



tween a utility and a number of AFL and one independent union (IAM) contains a section which lists work rules that have been agreed upon between the company and the union in order to bring about "an expression of fairness and justice." These rules state:

"a. All employees are required to punch the clock at least five minutes before the hour. Whenever an employee punches in later than five minutes before the hour, a fifteen-minute deduction will be made from the day's time. In the case of shifts either the man coming in or his partner is required to work.

"b. Work must not be discontinued before the whistle blows.

"c. Day workers are forbidden to lunch during working hours except where permitted by the Foreman.

"d. Employees must not leave their respective departments except for necessary purposes.

"e. Tour workers are required to stay on the job when their partners are late and under no circumstances leave work until relieved.

"f. Profanity and obscene talk are prohibited on the company's premises.

"g. Sleeping while on duty is sufficient cause for dismissal.

"h. In case it is necessary to be absent from work, notice must be given a reasonable length of time in advance to the Department Superintendent or Employment Office.

"i. Any employee when ordered to transfer to another department will do so unless it is shown that such a transfer is detrimental to health or is in violation of the contract.

"j. Coming on duty intoxicated and the habitual use of alcohol are sufficient causes for dismissal.

"k. Everybody is expected to promote cleanliness and safety. Accidents, no matter how trivial, must be reported promptly to the Foreman or the Employment Office. Deliberate violation of safety rules is considered sufficient cause for removal of an employee.

"l. Defacing of property and stealing are sufficient causes for dismissal.

"m. In case of fighting or physical violence, the company will dismiss one or both of the men involved."

#### Closed Shop Issue Develops

Although employers in Great Britain have, in some cases, followed the policy of recommending to employees that they join the bargaining unit within the plant, the trade unions were averse to asking the employer to become a partner with them in their demands that all members of the bargaining unit become members of the union. This situation has been quite general in Great Britain.

Recently, however, the closed-shop issue has developed with considerable vigor in England. Workers who are members of the National Passenger Workers' Union in London, who refused to transfer their members to the Transport and General Workers Union, were discharged by the London Passenger

Transport Board because of the closed-shop condition which the TGWU has with the Transport Board. The legality of the action of the Transport Board in discharging the twelve streetcar drivers who refused to transfer their union membership is, according to reports, to be tested in the British courts.

Through the years there has been in England more than one union in some particular fields, but jurisdictional disputes over what unions the members should belong to did not arise. Some observers believe that the friction that is developing between various union groups is tied up with political action by organized labor. While the Labor Government in Britain is supported by a large section of the British trade union movement, there are minority groups within the unions who oppose the policies of the government and the Trades Union Congress, which works hand in hand with the Labor Government.

The conclusion drawn by an observer who recently visited Britain is that the trade union members of Great Britain are not a homogeneous political body and the trend toward local autonomy as against extreme centralization is noticeable in the British Isles. British Labor party and trade union leaders insist, however, that the government's nationalization policy is receiving widespread approval from labor.

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#### Management Reading

"Soviet Labor Policy," *The Economist*, (London), August 3, 1946. The labor side of the new five-year plan in the Soviet Union is tied up with manpower and "the revolution of the working classes against compulsory methods," according to the author of this article.

Plans are under way to raise the number of workers and salaried employees to 33,500,000 by 1950, along with a planned increase in productivity. According to *The Economist*, toward the end of the second five-year plan (in 1937) "the aggregate number of manual workers and employees was 27,000,000. In 1940 it was 30,400,000. Employment for 1942 (the end of the third plan) was to have been 32,000,000." The new plan includes industrialization of the Urals and the Asiatic provinces.

"We have quite a number of business executives who expect to be 'provided' with manpower through mobilization," says Mr. Vosnesensky, Chairman of the State Planning Commission. "These executives do not understand the problems in meeting postwar labor power requirements." Mr. Vosnesensky states that there is a continual demand by Russian office and industrial workers for improved living standards.

In order to get manpower for certain areas, there have been deportations "of the bulk of the Tartar population of the Crimea and the Checheno-Ingush Republic." The Russian Government states that the reason for choosing Chechens and Tartars for outlying districts was because of "their collaboration with the Nazi invaders." A. A. D.



## Scoopy Awards for Newspaper Actors

**L**IGHTS! CURTAIN! There is applause for the colorful stage setting—designed by a cartoonist and built by a comptroller and a job printer. And, in the order of their appearance on the stage, are a girl reporter, a stereotyper, a stenographer, a city editor, a display advertising salesman, a pressman, a bookkeeper and a circulation counter girl.

These are the KFBeeK Players, employees of *The Sacramento Bee* and its affiliated enterprises, Radio Station KFBK and Bee Engraving, in Sacramento, California, who direct, act and produce full-length plays, including even the construction of stage sets.

The first production of the KFBeeK Players, organized in 1944, was "You Can't Take It With You." Later plays have been "Family Album," "My Sister Eileen," and "Night Must Fall."

### SCOOPY BUZZES IN

The employees went into theater "just for the fun of it," but the management believes that their activities have greatly contributed to building wholesome personnel relations because people from all departments work side by side on stage and behind the scenes, getting to know each other better.

The annual climax of their efforts is a Scoopy award dinner, when announcement is made of the results of their balloting for the best performances during the previous year. Four players—those adjudged to have given the best male and female lead and supporting performances—are given Scoopies, patterned after the Oscars awarded annually in Hollywood. And the motion picture stars who get Oscars can be no more proud than the KFBeeK Players who receive Scoopies.

Done in black marble and silver, the awards feature an animated bee, or Scoopy, created by Walt Disney, which is the official emblem of the McClatchy newspapers. In addition, every person identified for the first time with the group's activities, whether in acting or backstage, is presented with a Players' pin. Seventy-nine now wear this pin.

The casting committee includes the director, the counsel for the McClatchy newspapers, the music and drama critic of *The Bee*, the secretary to the business manager, the secretary to the president of the McClatchy organization, the personnel manager and the research director. The director, who also is the librarian of the Beeline Book Alley, as the employees'

circulating library is known, has been a student of the theater for more than a decade.

The Players' wardrobe mistress, who also designs the costumes, is a secretary in the personnel department. A maintenance supervisor for the broadcasting company and his assistant build needed props, while the secretary to the business manager is the makeup director. The secretary to the president serves as production chief. She scheduled road trips for the Players during the war when the various productions were trouped to near-by military camps and hospitals. The director of research has charge of lighting.



The full-length stage plays are presented in the spring. Another party is held in the fall, featuring a variety show in which all departments of *The Bee*, KFBK and Bee Engraving contribute skits. A cash prize is given for the best written one-act play or skit.

Appearing at both the spring and fall parties are men's and women's choruses, which rehearse once a week under professional guidance.

The productions of the Players are presented in the Eagle Theater, a frame structure which was left standing in one of Sacramento's parks after the Sacramento Golden Empire Centennial in 1939, marking the city's one hundredth birthday.

GENEVA B. SEYBOLD  
Management Research Division



# Chronology of Labor Relations

## September

- 5 *AFL Maritime Unions Tie Up Nation's Ports*—Seafarers' International Union and the Sailors' Union of the Pacific (both AFL) walk off ships in Atlantic, Pacific and Gulf ports in protest against Wage Stabilization Board's denial of wage increases previously granted by operators through collective bargaining. Indications of strike support from CIO maritime groups, longshoremen, tugboat crews and other maritime workers is expected to result in worst shipping tie-up in nation's history, and to affect an estimated 200,000 maritime workers and 1,500 ships.
- 6 *Schwellenbach Reverses ILO Representation Stand*—Secretary of Labor recommends to President Truman that a member of the American Federation of Labor represent American labor at the International Labor Office meeting to be held September 19 in Montreal. Previously, Mr. Schwellenbach had advocated that representation be rotated between the AFL and CIO.
- 7 *Phelps-Dodge Workers End Eight-month Strike*—New contract provides 18.5 cents hourly wage increase and other benefits to members of United Electrical, Radio and Machine Workers of America (CIO) who walked out on January 4 and brought about one of the longest major industrial disputes on record in this country.
- 10 *Committee Recommends Bargaining for Transport Workers*—Mayor O'Dwyer's Advisory Transit Committee report proposes collective bargaining and recognition of exclusive representation for New York's transit workers in an appropriate unit for all employees. Committee denies request for closed shop and mandatory checkoff demanded by Transport Workers Union (CIO) during strike threat last February, and further rejects the right of city transport workers to strike. Report also urges pay rises for 33,000 workers totaling \$17,463,830 annually.
- 12 *Norwalk Schools Open as Teachers End Strike*—Governor Raymond E. Baldwin of Connecticut announces compromise agreement between Norwalk Teachers Association and town officials after strike which delayed the opening of schools for nine days and kept 6,200 children from classes. Settlement provides a \$65,000 increase in the teachers' salary budget—about \$33,000 less than the teachers had demanded.
- WSB By-passed in New Seamen's Pay Plan*—John R. Steelman announces amendment to wage stabilization regulations which will permit Maritime Commission to pay wage scale previously approved by private ship operators and Sailors' Union of the Pacific and Seafarers' International Union and later denied by the Stabilization Board.
- 13 *CIO Continues Ship Strike After AFL Settles*—National Maritime Union (CIO) demands wage increase equal to settlement announced yesterday by John R. Steelman for striking AFL maritime unions, following their eight-day tie-up of the country's shipping, said to have been the most costly strike in American history.
- 15 *AFL To Take Rebel Group of Furniture Workers*—Officer of Upholsterers' International Union (AFL) announces completion of plans for admitting 5,000 former members of the Furniture Workers Union (CIO) who, with 10,000 other members of that union, had broken away from the FWU in protest against communist domination.
- 17 *Partial End of Trucking Strike*—Separate contracts are signed by 456 individual trucking companies with three locals of the International Brotherhood of Teamsters (AFL), partially ending the complete trucking tie-up which began September 1. Terms represent an average increase of 31 cents an hour. But 12,000 truckmen still remain on strike as large truck fleet operators and Local 807 of the IBT continue to wrangle over wage and hour demands.
- 18 *Musicians End Strike Against 50 Hotels*—Wage settlement of 20% increase follows pattern set last week when musicians returned to work in New York City night clubs.
- 19 *State Workers Get Five-day Week*—John E. Burton, Director of the Budget in New York, announces a permanent five-day, 37½-hour week for 25,000 employees of state departmental offices.
- 21 *Ship Strike Ends on Both Coasts*—New government award provides for elimination of pay inequities throughout shipping industry affecting 90,000 members of the National Maritime Union (CIO) under formula provided by James L. Fly, arbitrator of contract signed by shipowners and the CIO last June.
- 22 *Harriman Replaces Wallace as Commerce Head*—President Truman appoints W. Averell Harriman as Secretary of Commerce to succeed Henry A. Wallace who resigned two days ago at the President's request. New cabinet member is a banker and railroad director and was Ambassador to Russia before accepting his present appointment as Ambassador to Great Britain.
- O'Dwyer Sets Up City Labor Agency*—Mayor of New York City establishes Division of Labor Relations to be headed by Deputy Transportation Commissioner Edward C. Maguire. Other members to the new agency will be Theodore W. Kheel and Julius Kass.
- Britain To Nationalize Steel Industry*—Herbert Morrison, Lord President of the Council, announces that the Labor Government will proceed with its plans for socializing the iron and steel industry.
- 26 *Court Lifts Utility Strike Injunction*—Common Pleas Court in Pittsburgh dissolves temporary injunction against strike of independent union of employees at Duquesne Light Company, begun three days ago.
- 29 *Industry Loses 2,160,000 Women Workers*—The Department of Labor reports percentage of women in the country's labor force dropped from 36% in August, 1945, to 26% in August, 1946.



# SIGNIFICANT LABOR STATISTICS

Source: THE CONFERENCE BOARD, unless otherwise indicated

Item	Unit	1946						Year Previous	Percentage Change	
		Sept.	Aug.	July	June	May	April		Latest Month over Previous Month <sup>1</sup>	Latest Month over Year Previous
<b>Clerical salary rates</b>										
Billing machine operator.....	mode in dollars	....	....	....	....	....	38	....	....	....
Calculating machine or compt'ar operator.....	mode in dollars	....	....	....	....	....	40	....	....	....
Office boy or girl.....	mode in dollars	....	....	....	....	....	26	....	....	....
Stenographer.....	mode in dollars	....	....	....	....	....	35	....	....	....
Telephone switchboard operator.....	mode in dollars	....	....	....	....	....	46	....	....	....
Senior copy typist.....	mode in dollars	....	....	....	....	....	36	....	....	....
<b>Cost of living</b>										
Food.....	1923=100	131.3	....	....	116.2	....	....	112.9	+13.0	+16.3
Housing.....	1923=100	91.0	....	....	91.0	....	....	91.0	0	0
Clothing.....	1923=100	99.7	....	....	96.4	....	....	94.6	+3.4	+5.4
Men's.....	1923=100	111.4	....	....	106.8	....	....	103.9	+4.3	+7.2
Women's.....	1923=100	88.0	....	....	85.9	....	....	85.3	+2.4	+3.2
Fuel and light.....	1923=100	100.5	....	....	97.3	....	....	97.4	+3.3	+3.2
Electricity.....	1923=100	66.9	....	....	66.9	....	....	66.9	0	0
Gas.....	1923=100	94.5	....	....	94.5	....	....	94.5	0	0
Sundries.....	1923=100	119.9	....	....	117.6	....	....	115.3	+2.0	+4.0
All items.....	1923=100	114.6	....	....	108.2	....	....	106.2	+5.9	+7.9
Purchasing value of dollar.....	1923 dollars	.873	....	....	.924	....	....	.942	-5.5	-7.3
All items (BLS).....	1935-39=100	....	143.7	141.0	133.3	131.5	130.9	129.3	+1.9	+11.1
<b>Employment and unemployment</b>										
Unemployment.....	thousands	....	p 1,826	p 1,780	r 1,527	2,065	3,244	....	+2.6	....
Employment over normal economic labor force.....	thousands	....	....	....	....	....	....	r 6,728	....	....
Total employment.....	thousands	....	p 55,535	p 55,537	r 55,747	55,165	53,941	63,544	0	-12.6
Agriculture, forestry, fishing.....	thousands	....	p 11,261	p 11,495	r 11,684	11,068	9,908	10,930	-2.0	+3.0
Total industry.....	thousands	....	p 19,930	p 19,453	r 19,119	18,745	18,322	19,421	+2.5	+2.6
Manufacturing.....	thousands	....	p 12,703	p 12,410	r 12,247	12,076	11,988	13,198	+2.4	-3.8
Trade, service, miscellaneous.....	thousands	....	p 24,344	p 24,588	r 24,944	25,352	25,711	33,193	-1.0	-26.7
<b>Strikes (BLS)</b>										
Beginning in period.....	number	....	p 500	p 480	350	360	465	44.7	+4.2	+11.9
Workers involved.....	thousands	....	p 235.0	p 185.0	150.0	560.0	575.0	270.9	+27.0	-13.3
Total man days idle.....	thousands	....	p 3,425	p 3,300	3,800	11,500	15,500	171.2	+3.8	+100.1
<b>Turnover rates in manufactur'g (BLS)</b>										
Separations.....	per 100 employees	....	....	p 5.9	r 5.7	6.3	6.3	7.7	+3.5	-23.4
Quits.....	per 100 employees	....	....	p 4.5	r 4.0	4.2	4.3	5.2	+12.5	-13.5
Miscellaneous.....	per 100 employees	....	....	p .2	r .2	.2	.2	.4	0	-50.0
Discharges.....	per 100 employees	....	....	p .4	r .3	.4	.4	.6	+33.3	-33.3
Layoffs.....	per 100 employees	....	....	p .8	r 1.2	1.5	1.4	1.5	-33.3	-46.7
Accessions.....	per 100 employees	....	....	p 7.8	r 6.7	6.1	6.7	5.8	+16.4	+34.5
<b>Wage Earners</b>										
All manufacturing industries (BLS)										
Earnings, hourly.....	average in dollars	....	....	1.093	1.084	1.071	1.058	1.033	+0.9	+6.0
weekly.....	average in dollars	....	....	43.35	r 43.30	r 42.51	42.88	45.45	+0.1	-4.5
Hours per production worker.....	average per week	....	....	39.6	40.0	39.7	40.5	44.0	-0.8	-9.9
Twenty-five manufacturing industries										
Earnings, hourly.....	average in dollars	....	1.215	r 1.194	1.189	1.180	1.165	1.103	+1.8	+10.2
weekly.....	average in dollars	....	48.59	r 47.64	47.20	46.16	46.92	47.73	+2.0	+1.8
Hours per production worker.....	average per week	....	40.0	40.0	39.8	39.3	40.4	43.4	0	-7.8
Employment.....	1923=100	....	120.9	119.1	118.2	114.6	114.5	119.5	+1.5	+1.2
Total man hours.....	1923=100	....	98.3	96.8	95.6	91.6	94.0	105.4	+1.5	-6.7
Payrolls.....	1923=100	....	220.8	r 213.2	209.7	198.8	201.9	214.4	+3.6	+3.0
Wage-rate increases.....	average per cent	....	9.6	8.5	12.5	11.7	13.9	4.5	....	....
Production workers affected.....	per cent	....	5.5	2.9	3.3	8.4	11.1	0.4	....	....
<b>Manufacture and distribution of gas</b>										
Earnings, hourly.....	average in dollars	....	....	....	1.126	....	r 1.086a	1.034	....	+8.9
weekly.....	average in dollars	....	....	....	47.13	....	r 48.77a	48.08	....	-2.0
Hours per wage earner.....	average per week	....	....	....	41.3	....	r 44.2a	45.9	....	-10.0
<b>Generation and distribution of electricity</b>										
Earnings, hourly.....	average in dollars	....	....	....	1.277	....	r 1.203a	1.155	....	+10.6
weekly.....	average in dollars	....	....	....	54.84	....	r 51.71a	53.32	....	+2.9
Hours per wage earner.....	average per week	....	....	....	42.4	....	r 42.1a	45.5	....	-6.8
<b>Class I railroads<sup>2</sup></b>										
Earnings, hourly.....	average in dollars	....	....	....	....	1.117	1.093	.982	+2.2	+13.7
weekly.....	average in dollars	....	....	....	....	52.83	54.05	52.04	-2.3	+1.5
"Real" weekly earnings.....	1923=100	....	....	....	....	165.4	170.0	165.3	-2.7	+0.1
Hours per wage earner.....	average per week	....	....	....	....	47.3	49.5	53.0	-4.4	-10.8
<b>Agricultural wage rates per month<sup>3</sup> (BAE)</b>										
With board.....	average in dollars	....	....	96.50	....	....	87.80	89.58	+9.9	+7.7
Without board.....	average in dollars	....	....	92.00	....	....	83.80	85.80	+9.8	+7.2
<b>New York City metro. area, eighteen manufacturing industries</b>										
Earnings, hourly.....	average in dollars	....	1.247	1.238	1.228	1.219	1.202	1.129	+0.7	+10.5
weekly.....	average in dollars	....	51.13	50.39	50.47	50.10	48.92	51.26	+1.5	-0.3
Hours per production worker.....	average per week	....	41.0	40.7	41.1	41.1	40.7	45.4	+0.7	-9.7

<sup>1</sup>Changes in Cost of Living and Agricultural Wage Rates are quarterly. Derived from Interstate Commerce Commission reports.

<sup>2</sup>As of first day of month. January, 1946.

<sup>3</sup>Preliminary  
r Revised



## Payroll Statistics in Manufacturing

**H**OURLY earnings of production workers in the twenty-five manufacturing industries surveyed by THE CONFERENCE BOARD rose to a new peak in August, the seventh consecutive month in which a new high was reached. Weekly earnings also rose from July to August, but working hours remained unchanged. Real weekly earnings, employment, man hours and payrolls were all greater in August than in the previous month. Reported wage-rate increases amounted to only 0.5% for all workers, but for some industries substantial raises were noted. The northern cotton industry reported increases averaging 9.1% for 57.1% of the workers, or 5.2% for all workers in the industry. In the silk and rayon industry, 48.9% of the workers received increases averaging 8.5%, or 4.2% for the total. Seven other industries reported wage-rate increases amounting to 1% or more for all workers in the industry.

Because data for the iron and steel industry became available only at a very late date, the discussion following this paragraph is based on the other twenty-four industries for which data were received earlier. In the iron and steel industry itself hourly earnings declined from July to August, while working hours, actual and real weekly earnings and employment increased. Over the year since August, 1945, hourly earnings, actual weekly earnings and employment all rose, but weekly hours and real weekly earnings were lowered.

### EARNINGS

All the twenty-four industries for which data were available showed increased hourly earnings from July

### Wage-rate Increases and Workers Affected

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Production Workers Affected	Wage-rate Increase
1945		
August.....	0.4%	4.5%
September.....	1.5	5.3
October.....	1.5	7.0
November.....	4.2	9.5
December.....	5.6	11.5
1946		
January.....	4.4	11.1
February.....	4.0	10.9
March.....	10.6	14.4
April.....	11.1	13.9
May.....	8.4	11.7
June.....	3.3	12.5
July.....	2.9	8.5
August.....	5.5	9.6

to August, but ten of the increases were less than 1%. The largest increase, that in the rubber industry, was only 5.5%. When the averages for this August are compared with those for August, 1945, the last month before the end of the war,<sup>1</sup> the picture is rather different. In the heavy equipment group of foundries and machine shops, the industry with the highest hourly earnings last August, earnings were decreased 1.2% over the year, but they rose more than 5% in all the other twenty-three industries. The largest increase was that of 19.1% in the silk and rayon indus-

<sup>1</sup>Since THE CONFERENCE BOARD requests data for a week in the first half of the month, most of the data for August, 1945, were for a period before the end of the war.

### EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, PRODUCTION WORKERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Production Worker	Average Nominal Hours per Week per Production Worker	Index Numbers, 1925 = 100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Production Worker	Employment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1945 August.....	1.103	47.73	43.4	44.1	203.9	191.3	179.4	168.3	88.2	119.5	105.4	214.4
September.....	1.085	45.74	42.3	43.4	200.6	188.9	171.9	161.9	86.0	103.8	89.3	178.4
October.....	1.079	45.50	42.3	43.1	199.4	187.6	171.0	160.9	86.0	104.1	89.5	178.0
November.....	1.088	45.42	41.9	42.9	201.1	188.5	170.7	160.0	85.2	106.2	90.5	181.3
December.....	1.102	45.72	41.7	42.5	203.7	190.2	171.8	160.4	84.8	105.7	89.6	181.6
1946 January.....	1.107	44.62	40.6	42.2	204.6	191.0	167.7	156.6	82.5	106.5	87.9	178.6
February.....	1.129	43.56	39.2	41.7	208.7	195.6	163.7	153.4	79.7	104.5	83.3	171.1
March.....	1.146	46.44	40.7	41.6	211.8	198.5	174.5	163.5	82.7	109.0	90.1	190.2
April.....	1.165	46.92	40.4	41.5	215.3	200.8	176.3	164.5	82.1	114.5	94.0	201.9
May.....	1.180	46.16	39.3	41.3	218.1	202.5	173.5	161.1	79.9	114.6	91.6	193.8
June.....	1.189	47.20	39.8	41.2	219.8	203.1	177.4	164.0	80.9	118.2	95.6	209.7
July.....	1.194 <sup>r</sup>	47.64 <sup>r</sup>	40.0	41.2	220.7 <sup>r</sup>	192.8 <sup>r</sup>	179.0 <sup>r</sup>	156.3 <sup>r</sup>	81.3	119.1	96.8	213.2 <sup>r</sup>
August.....	1.215	48.59	40.0	41.1	224.6	192.5	182.6	156.5	81.3	120.9	98.3	220.8



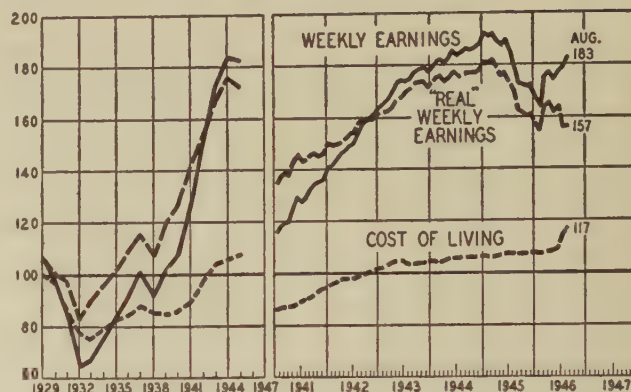
try, in which the lowest earnings were recorded in August, 1945.

Weekly earnings rose in all but five of the twenty-four industries from July to August, but from August to August eleven industries showed declines in weekly earnings. The decreases ranged from 0.7% in the foundries group under foundries and machine shops to 11.6% in the heavy equipment group of the same industry. The remaining thirteen industries reported increases varying from 0.9% in leather tanning and finishing to 22.8% in the automobile industry. This latter increase is misleading, however, since the companies which had manufactured automobiles before the war and were, therefore, retained in that industry classification during the war years, had already begun their change-over from war work before August, 1945, as shown by the decrease of approximately ten hours in the length of their work week from the early part of 1945 to August.

Real weekly earnings, or the value in goods and services of actual dollar earnings, declined in thirteen

### Average Weekly Earnings in 25 Manufacturing Industries

Source: THE CONFERENCE BOARD  
Index Numbers, 1923=100



of the twenty-four industries from July to August, although actual weekly earnings were lowered in only five industries. Over the year since last August, the

### EARNINGS AND HOURS, PRODUCTION WORKERS, AUGUST, 1946

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Production Worker			
	Hourly		Weekly		Actual		Nominal	
	Aug.	July	Aug.	July	Aug.	July	Aug.	July
Agricultural implement.....	\$1.263	\$1.256	\$49.34	\$48.25	39.1	38.4	40.3	40.3
Automobile <sup>1</sup> .....	1.399	1.395r	54.07	49.94r	38.7	35.8r	40.4	40.6
Boot and shoe.....	.945	.901	34.46	36.36	36.5	40.4	42.1	42.1
Chemical.....	1.238	1.231r	47.13	46.57r	38.1	37.8	40.4	40.4
Rayon producing <sup>2</sup> .....	1.070	1.071r	40.89	40.27r	38.2	37.6r	40.0	40.0
Cotton—North.....	.982	.934	41.27	39.03	42.0	41.8	41.7	41.8
Electrical manufacturing.....	1.263	1.256r	51.55	50.76r	40.8	40.4	40.1	40.1
Furniture <sup>3</sup> .....	1.163	1.128	48.27	46.61	41.5	41.3	42.0	42.2
Hosiery and knit goods.....	1.007	.968	39.36	37.77	39.1	39.0	41.4	41.4
Iron and steel <sup>4</sup> .....	1.346	1.351	51.84	49.89	38.5	36.9	40.5	40.5
Leather tanning and finishing.....	1.125	1.116	45.87	47.04	40.8	42.1	42.8	43.0
Lumber and millwork.....	1.241	1.213r	49.45	50.98r	39.8	42.0r	41.3	41.3
Meat packing.....	1.123	1.112	46.32	46.21	41.2	41.6	40.1	40.2
Paint and varnish.....	1.128	1.120	45.37	44.96	40.2	40.1	41.8	41.8
Paper and pulp.....	1.077	1.064r	47.43	46.80r	44.0	44.0r	41.0	41.1
Paper products.....	1.023	.994	42.12	40.24	41.2	40.5	43.2	43.2
Printing—book and job.....	1.278	1.267	56.19	56.44	44.0	44.6	43.1	43.6r
Printing—news and magazine.....	1.382	1.357	56.05	53.95	40.5	39.7	40.6	40.6
Rubber.....	1.400	1.327	54.55	51.35	39.0	38.7	40.5	40.6
1. Rubber tires and tubes.....	1.534	1.473	59.91	55.91	39.1	37.9	39.7	39.9
2. Other rubber products.....	1.168	1.088	45.33	43.53	38.8	40.0	41.7	42.0
Silk and rayon.....	.990	.943r	40.69	39.18r	41.1	41.6	40.7	40.7r
Wool.....	1.064	1.056	43.93	43.11	41.3	40.8	41.5	41.5
1. Woolen and worsted goods.....	1.067	1.063	44.37	43.79	41.6	41.2	42.3	42.3
2. Other woolen products <sup>5</sup> .....	1.060	1.046	43.27	42.10	40.8	40.2	40.3	40.3
Foundries and machine shops.....	1.283	1.264r	51.45	50.89r	40.1	40.3	41.1	41.3
1. Foundries.....	1.262	1.250r	50.45	49.67r	40.0	39.7r	40.7	40.8
2. Machines and machine tools.....	1.312	1.248	53.39	51.10	40.7	40.9	41.7	42.1
3. Heavy equipment.....	1.388	1.337	54.12	54.19	40.5	40.5	40.9	40.9
4. Hardware and small parts.....	1.214	1.205	48.82	48.49	40.2	40.2	41.8	41.9
5. Other products.....	1.265	1.251	50.08	49.94	39.6	39.9	40.9	41.2
25 INDUSTRIES.....	\$1.215	\$1.194r	\$48.59	\$47.64r	40.0	40.0	41.1	41.2
Cement.....	\$1.043	\$1.049	\$42.28	\$43.27	40.5	41.3	39.0	38.9
Petroleum refining.....	1.465	1.469r	57.66	58.16r	39.4	39.6	40.2	40.2
27 INDUSTRIES.....	\$1.217	\$1.197r	\$48.67	\$47.75r	40.0	40.0	41.1	41.2
Aircraft.....	\$1.414	\$1.402r	\$56.80	\$57.24r	40.2	40.8	40.2	40.2
Shipbuilding.....	1.467	1.458	53.46	52.20r	36.4	35.8	40.0	40.0

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# EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, PRODUCTION WORKERS, AUGUST, 1946

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual		Weekly									
			Actual		Real							
	Aug.	July	Aug.	July	Aug.	July	Aug.	July	Aug.	July	Aug.	July
Agricultural implement.....	227.2	225.9	179.4	175.4	153.7	153.2	180.7	177.1	142.8	137.4	324.2	310.6
Automobile <sup>1</sup> .....	221.4	220.7 <sub>r</sub>	179.4	165.7 <sub>r</sub>	153.7	144.7 <sub>r</sub>	130.8	127.8 <sub>r</sub>	106.1	96.0 <sub>r</sub>	234.7	211.8 <sub>r</sub>
Boot and shoe.....	180.0	171.6	142.9	150.7	122.5	131.6	98.1	100.0	78.0	88.0	140.2	150.7
Chemical.....	243.7	242.3 <sub>r</sub>	183.0	180.8 <sub>r</sub>	156.8	157.9 <sub>r</sub>	190.8	189.6	143.7	141.6	349.2	342.8 <sub>r</sub>
Cotton—North.....	220.7	209.9	194.3	183.8	166.5	160.5	39.6	38.8	34.8	33.9	76.9	71.3
Electrical manufacturing.....	222.4	221.1 <sub>r</sub>	190.3	187.4 <sub>r</sub>	163.1	163.7 <sub>r</sub>	235.8	231.5 <sub>r</sub>	201.4	195.6 <sub>r</sub>	448.7	433.8 <sub>r</sub>
Furniture <sup>2</sup> .....	225.0	218.2	193.5	186.9	165.8	163.2	121.3	118.6	104.4	101.6	234.7	221.7
Hosiery and knit goods.....	263.6	253.4	222.8	213.8	190.9	186.7	82.4	81.4	69.5	68.5	183.6	174.0
Iron and steel <sup>4</sup> .....	225.8	226.7	151.5	145.8	129.8	127.3	122.3	119.7	81.6	76.6	185.3	174.5
Leather tanning and finishing.....	231.5	229.6	198.1	203.1	169.8	177.4	69.3	69.0	59.4	61.0	137.3	140.1
Lumber and millwork.....	262.4	256.4 <sub>r</sub>	211.1	217.7 <sub>r</sub>	180.9	190.1 <sub>r</sub>	51.8	51.4	41.6	43.6 <sub>r</sub>	109.3	111.9 <sub>r</sub>
Meat packing.....	237.4	235.1	196.8	196.3	168.6	171.4	98.7	89.1	81.8	74.6	194.2	174.9
Paint and varnish.....	200.4	198.9	172.8	171.3	148.1	149.6	167.7	168.2	144.4	144.5	289.8	288.1
Paper and pulp.....	213.7	211.1 <sub>r</sub>	181.9	179.4 <sub>r</sub>	155.9	156.7 <sub>r</sub>	140.8	140.3 <sub>r</sub>	119.5	119.1 <sub>r</sub>	256.1	251.7 <sub>r</sub>
Paper products.....	224.3	218.0	193.4	184.8	165.7	161.4	186.4	188.1	161.4	160.1	360.5	347.6
Printing—book and job.....	195.7	194.0	187.6	188.4	160.8	164.5	144.3	145.2	138.4	141.1	270.7	273.6
Printing—news and magazine.....	199.4	195.8	179.5	172.8	153.8	150.9	133.7	133.5	120.3	117.7	240.0	230.7
Rubber.....	223.6	212.0	194.6	183.2	166.8	160.0	142.3	139.8	123.9	120.8	276.9	256.1
Silk and rayon.....	199.6	190.1 <sub>r</sub>	176.7	170.1 <sub>r</sub>	151.4	148.6 <sub>r</sub>	92.1	90.6	81.4	81.1	162.7	154.1 <sub>r</sub>
Wool.....	210.7	209.1	183.3	179.8	157.1	157.0	73.9	73.3	64.2	63.0	135.5	131.8
Foundries and machine shops.....	223.9	220.6 <sub>r</sub>	181.4	179.4	155.4	156.7	140.4	137.7 <sub>r</sub>	113.4	112.0 <sub>r</sub>	254.7	247.0 <sub>r</sub>
1. Foundries.....	213.9	211.9 <sub>r</sub>	170.4	167.7 <sub>r</sub>	146.0	146.5 <sub>r</sub>	153.9	153.6	122.7	121.5 <sub>r</sub>	262.2	257.6 <sub>r</sub>
2. Machines and machine tools.....	239.0	227.3	195.6	187.2	167.6	163.5	140.9	137.0	115.1	112.5	275.6	256.5
3. Heavy equipment.....	199.7	199.6	163.9	164.1	140.4	143.3	103.4	100.5 <sub>r</sub>	85.0	82.6 <sub>r</sub>	169.5	164.9 <sub>r</sub>
4. Hardware and small parts.....	237.1	235.4	196.8	195.4	168.6	170.7	146.3	143.1	121.3	118.6	287.9	279.6
5. Other products.....	225.9	223.4	183.2	182.7	157.0	159.6	148.9	146.9	120.8	120.2	272.8	268.4
25 INDUSTRIES.....	224.6	220.7 <sub>r</sub>	182.6	179.0 <sub>r</sub>	156.5	156.3 <sub>r</sub>	120.9	119.1	98.3	96.8	220.8	213.2 <sub>r</sub>

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, "27 industries," aircraft and shipbuilding.

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rise in the cost of living more than offset the increased earnings in eight cases, and real weekly earnings dropped in nineteen industries. These declines ranged from 1.7% in the wool industry to 19.3% in the heavy equipment group.

## HOURS AND EMPLOYMENT

From July to August, thirteen industries increased the average number of hours worked a week, although twelve of the increases were less than one hour. The only substantial increase was in the automobile industry where the 2.9 additional hours raised the average work week to 38.7 hours in August. Only one industry—again the automobile—reported longer hours worked this August than last August, and in that month of 1945 war work was already practically over for the automobile industry. The other twenty-three industries, war and nonwar alike, curtailed their working hours over the year by amounts varying from 1.8 hours in the wool industry to 6.9 hours in agricultural implements. The meat-packing industry, in which working hours often vary sharply, had the next largest decline, one of 6.6 hours, from last August to this August.

Employment was lowered in four of the twenty-

four industries from July to August, but three of the decreases amounted to less than 1%, and the fourth, in the boot and shoe industry, was only 1.9%. From August, 1945, to this August, however, six industries showed declines in employment ranging from 1.5% to 32.4%. All five of the groups under foundries and machine shops employed fewer workers in August, 1946, than in the same month of last year. The sixth industry to report a decline over the year was leather tanning and finishing. The remaining eighteen industries increased their employment during the first year after the end of the war by amounts varying between 1.7% in electrical manufacturing to 32.2% in paint and varnish.

## FOUR INDUSTRIES

Although the hourly earnings of cement workers declined slightly from July to August, they were 14.4% greater than in August, 1945. Working hours, on the other hand, were 4.6 hours, or 10.2%, less this August than they were just before the end of the war. The rise in hourly earnings more than offset the decline in average hours, and weekly earnings rose over the year. The hourly earnings of both groups of workers were increased between August, 1945, and



## EARNINGS AND HOURS, MALE AND FEMALE PRODUCTION WORKERS, AUGUST, 1946

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	Aug.	July	Aug.	July	Aug.	July	Aug.	July	Aug.	July	Aug.	July
Agricultural implement.....	\$1.271	\$1.262	\$49.72	\$48.55	39.1	38.5	\$1.090	\$1.094	\$41.36	\$41.19	38.0	37.7
Automobile <sup>1</sup> .....	1.421	1.418 <sub>r</sub>	55.15	50.86 <sub>r</sub>	38.8	35.9 <sub>r</sub>	1.203	1.197 <sub>r</sub>	44.79	42.01 <sub>r</sub>	37.2	35.1 <sub>r</sub>
Boot and shoe.....	1.078	1.041 <sub>r</sub>	39.62	42.22 <sub>r</sub>	36.8	40.6	.807	.761 <sub>r</sub>	29.19	30.53 <sub>r</sub>	36.2	40.1
Chemical.....	1.298	1.292 <sub>r</sub>	49.79	49.29 <sub>r</sub>	38.4	38.2	.885	.872 <sub>r</sub>	32.23	31.39 <sub>r</sub>	36.4	36.0
Rayon producing <sup>2</sup> .....	1.131	1.132 <sub>r</sub>	43.93	43.26 <sub>r</sub>	38.8	38.2 <sub>r</sub>	.898	.898 <sub>r</sub>	32.78	32.30 <sub>r</sub>	36.5	36.0 <sub>r</sub>
Cotton—North.....	1.038	1.003	45.65	44.17	44.0	44.1	.898	.831	35.30	32.19	39.3	38.8
Electrical manufacturing.....	1.356	1.347 <sub>r</sub>	56.25	55.33 <sub>r</sub>	41.5	41.1 <sub>r</sub>	1.015	1.012 <sub>r</sub>	39.63	39.21 <sub>r</sub>	39.0	38.7
Furniture <sup>3</sup> .....	1.195	1.160	49.80	48.18	41.7	41.5	.931	.881	37.31	35.18	40.1	39.9
Hosiery and knit goods.....	1.346	1.305	53.59	53.44	39.8	41.0	.838	.797	32.46	30.37	38.7	38.1
Iron and steel <sup>4</sup> .....	1.349	1.354	51.96	50.01	38.5	36.9	1.124	1.123	43.03	40.63	38.3	36.2
Leather tanning and finishing.....	1.151	1.142	47.60	48.91	41.3	42.8	.965	.955	36.25	36.61	37.6	38.3
Lumber and millwork.....	1.252	1.222 <sub>r</sub>	49.88	51.36 <sub>r</sub>	39.8	42.0 <sub>r</sub>	.970	.959 <sub>r</sub>	39.09	40.57 <sub>r</sub>	40.3	42.3 <sub>r</sub>
Meat packing.....	1.163	1.150	48.58	48.30	41.7	42.0	.922	.915	35.82	36.11	38.8	39.5
Paint and varnish.....	1.143	1.136	46.11	45.77	40.3	40.3	.876	a.868	33.84	a32.76	38.6	a37.8
Paper and pulp.....	1.096	1.083 <sub>r</sub>	48.57	47.95 <sub>r</sub>	44.3	44.3 <sub>r</sub>	.793	.774 <sub>r</sub>	31.65	30.96 <sub>r</sub>	39.9	40.0 <sub>r</sub>
Paper products.....	1.155	1.121	49.11	46.83	42.5	41.8	.788	.765	30.75	29.30	39.0	38.3
Printing—book and job.....	1.467	1.457	66.74	67.19	45.5	46.1	.849	.836	34.73	34.57	40.9	41.4
Printing—news and magazine.....	1.471	1.449	59.93	57.90	40.7	40.0	.869	.838	34.27	32.30	39.4	38.5
Rubber.....	1.506	1.436	59.55	56.08	39.5	39.1	1.024	.956	37.97	35.86	37.1	37.5
1. Rubber tires and tubes.....	1.591	1.532	62.85	58.73	39.5	38.3	1.180	1.122	42.98	40.11	36.4	35.7
2. Other rubber products.....	1.309	1.224	51.81	49.90	39.6	40.8	.921	.850	34.57	32.89	37.6	38.7
Silk and rayon.....	1.058	1.015	44.50	43.26 <sub>r</sub>	42.1	42.6 <sub>r</sub>	.838	.782 <sub>r</sub>	32.83	30.76 <sub>r</sub>	39.2	39.4
Wool.....	1.114	1.104	47.17	45.97	42.3	41.6	.964	.962	37.96	37.79	39.4	39.3
1. Woolen and worsted goods.....	1.108	1.101	47.34	46.50	42.7	42.2	.996	.997	39.60	39.43	39.8	39.5
2. Other woolen products <sup>5</sup> .....	1.123	1.109	46.94	45.28	41.8	40.8	.902	.894	34.81	34.70	38.6	38.8
Foundries and machine shops.....	1.310	1.292 <sub>r</sub>	52.85	52.32 <sub>r</sub>	40.3	40.5	.999	.971	37.99	37.07 <sub>r</sub>	38.0	38.2 <sub>r</sub>
1. Foundries.....	1.270	1.257 <sub>r</sub>	50.80	50.04 <sub>r</sub>	40.0	39.8 <sub>r</sub>	1.013	1.021 <sub>r</sub>	38.93	38.45 <sub>r</sub>	38.4	37.7 <sub>r</sub>
2. Machines and machine tools.....	1.327	1.263	54.22	51.95	40.9	41.1	1.055	.999	39.83	38.07	37.8	38.1
3. Heavy equipment.....	1.348	1.348	54.63	54.71	40.5	40.6	.951	.947	36.18	36.14	38.0	38.2
4. Hardware and small parts.....	1.271	1.262	51.72	51.40	40.7	40.7	.927	.916	35.14	34.84	37.9	38.0
5. Other products.....	1.302	1.289	51.85	51.82	39.8	40.2	1.030	.995	39.29	38.11	38.1	38.3
25 INDUSTRIES.....	\$1.284	\$1.265 <sub>r</sub>	\$51.75	\$50.85 <sub>r</sub>	40.4	40.3	\$ .904	\$ .871	\$34.86	\$33.73 <sub>r</sub>	38.5	38.8
Cement.....	\$1.043	\$1.049	\$42.28	\$43.27	40.5	41.3	.....	.....	.....	.....	.....	.....
Petroleum refining.....	1.465	1.469 <sub>r</sub>	57.66	58.16 <sub>r</sub>	39.4	39.6	.....	.....	.....	.....	.....	.....
27 INDUSTRIES.....	\$1.284	\$1.267 <sub>r</sub>	\$51.77	\$50.91 <sub>r</sub>	40.3	40.3	.....	.....	.....	.....	.....	.....
Aircraft.....	\$1.453	\$1.440 <sub>r</sub>	\$58.77	\$59.17 <sub>r</sub>	40.5	41.1	\$1.161	\$1.164 <sub>r</sub>	\$44.47	\$45.66 <sub>r</sub>	38.3	39.2 <sub>r</sub>
Shipbuilding.....	1.470	1.462	53.60	52.35 <sub>r</sub>	36.4	35.8	1.135	1.108 <sub>r</sub>	40.98	37.92 <sub>r</sub>	36.1	34.2 <sub>r</sub>

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the same month of 1946—21.5% in the case of the unskilled workers, and 14.2% for the skilled. Both groups also worked fewer hours during an average week this August than last, the cuts in hours amounting to 6.2 hours for the unskilled and 4.3 for the skilled.

No significant changes occurred in any of the payroll statistics for the petroleum industry from July to August, but from August, 1945, to this August, hourly earnings rose 13.5%, while working hours were reduced 7.3 hours, or 15.6%. Weekly earnings declined 4.4% in the year period. In spite of this decrease, the weekly earnings of the workers in petroleum refineries were the highest of all the industries included in this survey.

Employment in aircraft factories increased 1.4% from July to August, but in the latter month it was 73.3% less than in August, 1945, having decreased in eight of the intervening twelve months. Accompanying the decline in employment was a radical shift in

distribution. In August, 1945, 36.3% of the workers in aircraft plants were women, while in August of this year, women constituted only 13.8% of the total. The workers' hourly earnings, which rose 0.9% over the month, have been increased 13.9% since last August, while the work week has been shortened five hours, or 11.1%.

Shipyard employment, which by August, 1945, had already declined 50% from its peak of October, 1943, shrank still further during the year after the end of the war. In August, 1946, the number of workers employed in shipyards was 64.4% less than during the same month of last year. As in the aircraft plants, the percentage of women workers declined over the year, but since it had been only 5% last August, the drop to 1.1% this August was not important. Hourly earnings of all ship workers rose only 1.8% over the year and 0.6% from July to August. Working hours were decreased 17.6% and weekly earnings 16% from August, 1945, to August, 1946.



## EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE PRODUCTION WORKERS, AUGUST, 1946

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly		Aug.	July	Hourly		Weekly		Aug.	July
	Aug.	July	Aug.	July			Aug.	July	Aug.	July		
Agricultural implement.....	\$1.075	\$1.055	\$41.55	\$41.38	38.7	38.9	\$1.301	\$1.296	\$51.02	\$49.74	39.2	38.4
Automobile <sup>1</sup> .....	1.187	1.161 <sup>r</sup>	46.59	42.36 <sup>r</sup>	39.2	36.5 <sup>r</sup>	1.449	1.446 <sup>r</sup>	56.19	51.77 <sup>r</sup>	38.8	35.8 <sup>r</sup>
Boot and shoe.....	.578	.577 <sup>r</sup>	23.15	25.17 <sup>r</sup>	40.0	43.6 <sup>r</sup>	1.101	1.063 <sup>r</sup>	40.34	42.97 <sup>r</sup>	36.6	40.4 <sup>r</sup>
Chemical.....	1.088	1.082 <sup>r</sup>	42.53	42.28 <sup>r</sup>	39.1	39.1	1.355	1.349 <sup>r</sup>	51.71	51.13 <sup>r</sup>	38.2	37.9
Rayon producing <sup>2</sup> .....	.922	.913 <sup>r</sup>	35.08	34.73 <sup>r</sup>	38.1	38.1 <sup>r</sup>	1.160	1.162 <sup>r</sup>	45.19	44.43 <sup>r</sup>	38.9	38.2 <sup>r</sup>
Cotton—North.....	.919	.890	41.41	40.01	45.1	45.0	1.097	1.057	47.70	46.10	43.5	43.6
Electrical manufacturing.....	1.040	1.036 <sup>r</sup>	42.24	41.89 <sup>r</sup>	40.6	40.4 <sup>r</sup>	1.397	1.388 <sup>r</sup>	58.16	57.11 <sup>r</sup>	41.6	41.2 <sup>r</sup>
Furniture <sup>3</sup> .....	.920	.900	39.42	37.48	42.8	41.7	1.219	1.192	50.72	49.48	41.6	41.5
Hosiery and knit goods.....	.935	.872	42.38	40.06	45.3	45.9	1.396	1.360	54.79	54.96	39.2	40.4
Iron and steel <sup>4</sup> .....	1.065	1.080	38.20	37.91	35.9	35.1	1.415	1.418	55.42	53.00	39.2	37.4
Leather tanning and finishing.....	.948	.935	39.48	38.89	41.7	41.6	1.186	1.176	48.98	50.61	41.3	43.0
Lumber and millwork.....	.975	.948 <sup>r</sup>	39.47	40.58 <sup>r</sup>	40.5	42.8 <sup>r</sup>	1.338	1.308 <sup>r</sup>	53.03	54.62 <sup>r</sup>	39.6	41.8 <sup>r</sup>
Meat packing.....	1.003	1.021	40.63	41.74	40.5	40.9	1.218	1.191	51.36	50.49	42.2	42.4
Paint and varnish.....	.972	.959	40.85	40.42	42.0	42.1	1.219	1.216	48.29	45.06	39.6	39.5
Paper and pulp.....	.949	.939 <sup>r</sup>	40.71	39.58 <sup>r</sup>	42.9	42.1 <sup>r</sup>	1.161	1.146 <sup>r</sup>	52.21	51.81 <sup>r</sup>	45.0	45.2 <sup>r</sup>
Paper products.....	.920	.868	37.78	34.94	41.1	40.3	1.227	1.214	52.75	51.41	43.0	42.4
Printing—book and job.....	1.001	.998	47.27	47.16	47.2	47.2	1.640	1.623	73.62	74.22	44.9	45.7
Printing—news and magazine.....	1.026	1.005	40.54	38.90	39.5	38.7	1.609	1.585	66.17	63.98	41.1	40.4
Rubber.....	1.206	1.222	46.91	47.05	38.9	38.5	1.515	1.441	59.92	56.30	39.6	39.1
1. Rubber tires and tubes.....	1.263	1.234	48.50	48.66	38.4	37.9	1.601	1.539	63.33	59.01	39.6	38.4
2. Other rubber products.....	.917	.918	38.02	38.31	41.5	41.8	1.317	1.230	52.09	50.12	39.6	40.7
Wool.....	.961	.956	40.12	39.25	41.7	41.1	1.188	1.178	50.66	49.38	42.6	41.9
1. Woolen and worsted goods.....	.977	.976	40.16	39.79	41.1	40.8	1.187	1.178	51.93	50.90	43.8	43.2
2. Other woolen products <sup>5</sup> .....	.931	.916	40.02	38.19	43.0	41.7	1.190	1.178	49.27	47.76	41.4	40.5
Foundries and machine shops.....	1.087	1.068 <sup>r</sup>	43.12	42.48 <sup>r</sup>	39.7	39.8 <sup>r</sup>	1.353	1.335 <sup>r</sup>	54.74	54.22 <sup>r</sup>	40.5	40.6
1. Foundries.....	1.073	1.058 <sup>r</sup>	43.26	42.81 <sup>r</sup>	40.3	40.4 <sup>r</sup>	1.330	1.318 <sup>r</sup>	53.08	52.21 <sup>r</sup>	39.9	39.6 <sup>r</sup>
2. Machines and machine tools.....	1.127	1.080	46.78	45.29	41.5	41.9	1.357	1.291	55.33	52.94	40.8	41.0
3. Heavy equipment.....	1.042	1.040	40.81	40.92	39.2	39.3	1.410	1.410	57.53	57.59	40.8	40.9
4. Hardware and small parts.....	1.068	1.055	42.45	42.05	39.7	39.9	1.317	1.308	53.91	53.52	40.9	40.9
5. Other products.....	1.130	1.100	43.82	42.63	38.8	38.8	1.328	1.319	53.14	53.31	40.0	40.4
24 INDUSTRIES <sup>6</sup> .....	\$1.030	\$1.015 <sup>r</sup>	\$41.48	\$40.86 <sup>r</sup>	40.4	40.4	\$1.346	\$1.323 <sup>r</sup>	\$54.30	\$53.30 <sup>r</sup>	40.4	40.2
Cement.....	\$.893	\$.852	\$32.43	\$32.50	36.3	38.1	\$1.061	\$1.069	\$43.63	\$44.49	41.1	41.6
Petroleum refining.....	1.124	1.124 <sup>r</sup>	43.71	42.93 <sup>r</sup>	38.9	38.2	1.499	1.502 <sup>r</sup>	59.08	59.70 <sup>r</sup>	39.4	39.7
26 INDUSTRIES <sup>6</sup> .....	\$1.029	\$1.015 <sup>r</sup>	\$41.42	\$40.80 <sup>r</sup>	40.4	40.4	\$1.347	\$1.329 <sup>r</sup>	\$54.30	\$53.34 <sup>r</sup>	40.3	40.2
Aircraft.....	\$1.138	\$1.130 <sup>r</sup>	\$45.75	\$45.65 <sup>r</sup>	40.2	40.4 <sup>r</sup>	\$1.466	\$1.454 <sup>r</sup>	\$59.32	\$59.81 <sup>r</sup>	40.5	41.1
Shipbuilding.....	1.132	1.149 <sup>r</sup>	38.67	40.12 <sup>r</sup>	34.2	34.9 <sup>r</sup>	1.508	1.499	55.37	53.83 <sup>r</sup>	36.7	35.9

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

<sup>1</sup>Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

<sup>2</sup>Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

<sup>3</sup>Includes wood, metal, and upholstered household and office furniture.

<sup>4</sup>Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

<sup>5</sup>Principally rugs.

<sup>6</sup>Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

<sup>a</sup>Not strictly comparable with data prior to May, 1946; revisions of averages for earlier months available at a later date.

<sup>r</sup>Revised.

Hourly earnings rose 1.8% from July to August. They were 10.2% more than in August, 1945, and 105.9% greater than in 1929.

Weekly earnings increased 2% over the month and 1.8% since last August. Since 1929, they rose 70.2%.

Real weekly earnings in August were only 0.1% greater than in July, and were 7% smaller than in August of last year. They have increased 46% since 1929.

Hours per week were the same in July and August. They have been cut 7.8% and 17.2% since August, 1945, and the year 1929, respectively.

Employment rose 1.5% from July to August and was 1.2% greater than last August. Since 1929, it has been increased 19.7%.

Man hours were 1.5% greater in August than in the previous month. Since August of last year, they have declined 6.7%, and since 1929, 0.9%.

Payrolls were expanded 3.6% from July to August and were 3% larger this August than last. They have been increased 103.7% since 1929.

ELIZABETH P. ALLISON  
Statistical Division



## Earnings and Hours in Gas and Electricity

WORKERS in the gas and electricity utilities received in June the highest hourly earnings recorded since THE CONFERENCE BOARD began its semiannual survey of earnings and hours in these industries. Weekly earnings of electricity workers were also at a new peak level in June, but sharp cuts in working hours made the weekly earnings of workers in the gas industry in each of the last three surveys lower than they were in January, 1945.

### EARNINGS OF GAS WORKERS

A rise of 3.7% from January to June in the hourly earnings of workers engaged in the manufacture and distribution of gas brought earnings in June to \$1.126, more than at any time since this survey was begun. Since June, 1945, they have risen 8.9%. Both the skilled and the unskilled workers shared in the increased earnings, the former averaging 4.4% more for an hour's work in June than in January, and the latter 4.1%. Average hourly earnings for all wage earners rose less than did the earnings for either group because the proportion of unskilled workers in the total rose from 17.6% in January to 20.5% in June.

The breakdown of the data by geographical regions shows that hourly earnings of all wage earners rose in the East, South and Middle West, but declined 3%

in the Far West. In January, the Far West reported the highest hourly earnings of the four groups, but in June workers in both the East and the Middle West averaged more than those in the Far West. Wage-rate increases were, of course, the principal cause of the increases in earnings.

When the workers are classified by type of job, it appears that the increased hourly earnings were general throughout the gas industry. The increases from January to June ranged from 2.9% for the skilled inside production workers to 6.8% for the skilled inside maintenance workers. This last group had the highest average earnings in June, \$1.248 an hour.

Weekly earnings of all workers combined declined 3.4% from January to June. They were 2% less than in June of last year and \$2.57, or 5.2%, below the peak of January, 1945. The highest weekly earnings were reported in the Far West, although the average in that region was only a few cents greater than in the East. The lowest weekly earnings were in the South, which also had the lowest hourly earnings. Of the various job classification groups, only the unskilled inside maintenance workers earned more for a week's work in June than they had in January.

From January to June, average hours for all workers were reduced almost three hours. The June work week of 41.3 hours was 6.6% less than that of last

TABLE 1: EARNINGS AND HOURS IN PRODUCTION AND DISTRIBUTION OF GAS AND ELECTRICITY BY JOB CLASSIFICATION, JANUARY AND JUNE, 1946

Source: THE CONFERENCE BOARD

Date	GAS						ELECTRICITY					
	UNSKILLED			SEMI-SKILLED AND SKILLED			UNSKILLED			SEMI-SKILLED AND SKILLED		
	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner
INSIDE PRODUCTION												
January, 1946.....	\$ .912 <sub>r</sub>	\$40.19 <sub>r</sub>	44.1	\$1.137 <sub>r</sub>	\$51.39 <sub>r</sub>	45.2 <sub>r</sub>	\$ .931 <sub>r</sub>	\$38.82 <sub>r</sub>	41.7 <sub>r</sub>	\$1.254 <sub>r</sub>	\$53.44 <sub>r</sub>	42.6 <sub>r</sub>
June, 1946.....	.945	38.55	40.8	1.170	48.50	41.5	.978	40.18	41.1	1.309	54.46	41.6
INSIDE MAINTENANCE												
January, 1946.....	\$ .889 <sub>r</sub>	\$36.42 <sub>r</sub>	41.0	\$1.169 <sub>r</sub>	\$51.36 <sub>r</sub>	43.9 <sub>r</sub>	\$ .880 <sub>r</sub>	\$35.39 <sub>r</sub>	40.2 <sub>r</sub>	\$1.285 <sub>r</sub>	\$54.09 <sub>r</sub>	42.1 <sub>r</sub>
June, 1946.....	.947	37.22	39.3	1.248	51.08	40.9	.968	38.64	39.9	1.368	57.19	41.8
OUTSIDE												
January, 1946.....	\$ .837 <sub>r</sub>	\$34.78 <sub>r</sub>	41.6	\$1.108 <sub>r</sub>	\$49.25 <sub>r</sub>	44.5 <sub>r</sub>	\$ .815 <sub>r</sub>	\$33.18 <sub>r</sub>	40.7 <sub>r</sub>	\$1.260 <sub>r</sub>	\$53.10 <sub>r</sub>	42.2 <sub>r</sub>
June, 1946.....	.878	34.53	39.3	1.159	49.05	42.3	.886	37.36	42.2	1.350	59.61	44.2

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, May, 1946, p.173.

rRevised



TABLE 2: EARNINGS AND HOURS IN PRODUCTION AND DISTRIBUTION OF GAS AND ELECTRICITY, BY SKILL, JANUARY AND JUNE, 1946

Source: THE CONFERENCE BOARD

Date and Region	ALL WAGE EARNERS								UNSKILLED						SEMI-SKILLED AND SKILLED					
	Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923 = 100				Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923 = 100		Average Hourly Earnings	Average Weekly Earnings	Average Hours per Week per Wage Earner	Indexes, 1923 = 100				
				Hourly Earnings		Weekly Earnings					Hourly Earnings	Weekly Earnings								
				Actual	Real	Actual	Real									Hourly Earnings	Weekly Earnings			
GAS																				
January, 1946																				
United States...	\$1.086r	\$48.77r	44.2r	203.4r	189.9r	187.4r	175.0r	\$ .870r	\$36.71r	42.2r	193.8r	176.7r	\$1.130r	\$50.41r	44.6r	196.9r	172.2r			
East.....	1.104r	48.46r	43.9r	a	a	a	a	.902r	39.10r	43.3	a	a	1.138r	50.07r	44.0r	a	a			
South.....	.965r	43.77r	45.4r	a	a	a	a	.694r	29.00r	41.8r	a	a	1.082r	51.03r	47.1r	a	a			
Middle West..	1.088r	47.67r	43.8r	a	a	a	a	.924r	37.94r	41.1r	a	a	1.122r	49.83r	44.4r	a	a			
Far West.....	1.146r	52.36r	45.7r	a	a	a	a	.956r	40.45r	42.3r	a	a	1.171	54.08	46.2	a	a			
June, 1946																				
United States...	1.126	47.23	41.3	210.9	194.9	181.1	167.4	.906	35.96	39.7	201.8	173.1	1.180	49.28	41.8	205.6	168.4			
East.....	1.159	47.58	41.0	a	a	a	a	.926	37.47	40.5	a	a	1.208	49.72	41.2	a	a			
South.....	1.018	41.95	41.2	a	a	a	a	.747	28.68	38.4	a	a	1.125	47.71	42.4	a	a			
Middle West..	1.113	46.30	41.6	a	a	a	a	.948	37.14	39.2	a	a	1.155	48.82	42.3	a	a			
Far West.....	1.112	47.69	42.9	a	a	a	a	.923	37.12	40.2	a	a	1.170	51.17	43.8	a	a			
ELECTRICITY																				
January, 1946																				
United States...	\$1.203r	\$51.71r	42.1r	197.2r	184.1r	174.9r	163.3r	\$ .872r	\$35.66r	40.9r	182.8r	173.6r	\$1.263r	\$53.46r	42.3r	198.3r	168.5r			
East.....	1.241r	51.38r	41.4r	a	a	a	a	.919r	37.73r	41.1	a	a	1.280r	53.06r	41.5r	a	a			
South.....	1.045r	45.26r	43.3r	a	a	a	a	.731r	29.73r	40.7r	a	a	1.149r	50.86r	44.2r	a	a			
Middle West..	1.253r	52.54r	41.9r	a	a	a	a	.986r	40.60r	41.2r	a	a	1.300r	54.67r	42.1r	a	a			
Far West.....	1.321	57.72	43.7	a	a	a	a	.996	40.28	40.4	a	a	1.364	60.27	44.2	a	a			
June, 1946																				
United States...	1.277	54.84	42.4	209.3	193.4	185.5	171.4	.935	38.59	41.3	196.0	187.9	1.339	57.11	42.7	210.2	180.0			
East.....	1.330	57.23	43.0	a	a	a	a	.988	42.57	43.1	a	a	1.374	59.12	43.0	a	a			
South.....	1.133	48.19	42.5	a	a	a	a	.799	32.55	40.8	a	a	1.239	53.40	43.1	a	a			
Middle West..	1.297	53.69	41.4	a	a	a	a	1.029	41.30	40.1	a	a	1.345	55.96	41.6	a	a			
Far West.....	1.351	58.97	43.6	a	a	a	a	1.029	42.34	41.1	a	a	1.397	61.50	44.0	a	a			

NOTE: This table brings up to date figures published in *The Conference Board Management Record*, May, 1946, p. 174

a1923 data not available

rRevised

January and 6.1 hours, or 12.9%, less than that of January, 1945, when working hours were longer than at any time since 1931. The largest decline in hours, 9.3%, was in the South. Working hours were longest in the Far West, where the average week amounted to 42.9 hours.

### ELECTRICITY

Hourly earnings of workers in the generation and distribution of electricity were also at a new peak level in June. The average for that month of \$1.277 was 6.2% higher than during January, and 10.6% more than in June, 1945. All the four regions had higher hourly earnings in June than in the last survey. The lowest earnings were in the South, where the June average of \$1.133 was 11.3% lower than the average for the country as a whole. In both the January and June surveys, the lowest hourly earnings were in the South and the highest in the Far West, but the range between the two extremes was reduced from 27.6 cents in January to 21.8 cents in June.

A new peak level was reached for weekly earnings of the workers in the country as a whole. An increase of 6.1% since last January brought the average in

June to \$54.84. This was 2.9% more than in June, 1945. As with hourly earnings, the lowest weekly return was in the South, and the highest in the Far West. But the greatest increase from January to June was in the East, where a 3.9% rise in working hours, with the increased hourly earnings, lifted weekly earnings 11.4%. All three of the job classification groups showed higher hourly and weekly earnings in June than in the previous survey.

In the electricity industry, working hours for the country as a whole were increased 0.7% from January to June. This rise was entirely owing to the increase in the length of the work week in the East, since in the other three regions, average hours were shorter in June than in January. Flood conditions in the East in the latter part of May and early June were probably the cause of the lengthened working hours in that region, since it was the outside workers who averaged longer hours in June than in the previous survey. The working hours of the two groups of inside workers were decreased between the two months.

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## Consumers' Price Index, September, 1946

THE CONFERENCE BOARD's index of quoted retail prices for consumers' goods and services purchased by moderate-income families was at 114.6 (1923=100) in September, 1946, the highest since November, 1920. This was an increase of 5.9% over the June index of 108.2 and 7.9% more than in September a year ago. This index was formerly called the cost of living index for families of wage earners and lower-salaried clerical workers.<sup>1</sup>

From July 1 to July 25, there was a lapse in the functioning of the Office of Price Administration which was created under the Emergency Price Control Act signed by President Roosevelt on January 31, 1942. Although many increases had been granted by OPA in June, with effective dates from the 16th to the 30th, the increases which took place after June 30 were considerably larger than those which occurred under OPA. The Price Control Extension Act of 1946, which was signed on July 25 restored only a limited and greatly modified OPA.

THE CONFERENCE BOARD's latest surveys are for the dates of June 15 and September 15, with food data being collected as of June 13 and September 16. They show only the situation as it obtained on those particular days.

Meat ceilings were revived on September 10, and although butchers were allowed higher price ceilings than formerly, meat supplies were not available in all stores. The United States Bureau of Labor Statistics, in publishing its food indexes for August, stated that "price changes following the new ceilings . . . will be reflected in the September index if meat supplies are large enough to provide an adequate sample of prices. If a shortage of meats develops again, meat prices will be held constant in the index in those

cities where it is impossible to obtain an adequate number of price quotations. This is the same procedure that was used in May and June when the usual number of meat prices was not available." The Board's indexes, however, reflect in all cities the meat prices which were quoted as being in effect on September 16. This difference in procedure may cause the indexes so obtained by the two organizations to differ. Prices of fresh fruits and vegetables showed declines over the quarterly period and helped to lessen the magnitude of the increases shown in prices of coffee, eggs, butter, cheese, and other items.

The increase in the fuel and light component for the quarter was 3.3%, reflecting increases granted on coal after the last coal strike settlement. The year-to-year change was 3.2%. The increase in sundries from June to September was only 2.0%. Smoking materials, cleaning materials and gasoline all increased, but the expiration of the federal use-tax on automobiles resulted in a decline in licenses and taxes.

Each of sixty-five cities surveyed showed increases in their over-all consumers' price index. They ranged from 3.5% in Dallas to 8.9% in Minneapolis. Next highest were Duluth and Indianapolis, with 7.8%, and Fall River, International Falls, and St. Paul, with 7.5%. The median increase was 6.1% in Birmingham and Huntington, West Virginia.

Annual changes ranged from 4.7% in Dallas to 10.4% in Indianapolis and Muskegon. Bridgeport and Duluth had increases of 10.3%, while Front Royal, Virginia, and San Francisco-Oakland had 10.1%. The median change was 8.1% in Erie, Rochester (New York) and Rockford.

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### CONSUMERS' PRICE INDEX FOR THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing <sup>1</sup>	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total <sup>2</sup>	Electricity	Gas		
Index Numbers, 1923 = 100											
1945 September.....	106.2	112.9 <sub>a</sub>	91.0	94.6	103.9	85.3	97.4	66.9	94.5	115.3	94.2
October.....	106.3	112.8	91.0	94.9	103.9	85.3	97.4	66.9	94.5	115.4	94.1
November.....	106.7	113.9	91.0	94.9	104.0	85.7	96.9	66.9	94.5	115.5	93.7
December.....	107.1	114.9	91.0	94.9	104.1	85.6	97.1	66.9	94.5	115.7	93.4
1946 March.....	106.7	113.8	91.0	94.8	104.2	85.4	97.4	66.9	94.5	115.9	93.7
June.....	108.2	116.2 <sub>b</sub>	91.0	96.4	106.8	85.9	97.3 <sub>r</sub>	66.9	94.5	117.6 <sub>r</sub>	92.4
September.....	114.6	131.3 <sub>c</sub>	91.0	99.7	111.4	88.0	100.5	66.9	94.5	119.9	87.3
Percentage Changes											
June 1946 to Sept. 1946.....	+5.9	+13.0	0	+3.4	+4.3	+2.4	+3.3	0	0	+2.0	-5.5
Sept. 1945 to Sept. 1946.....	+7.9	+16.3	0	+5.4	+7.2	+3.2	+3.2	0	0	+4.0	-7.3

<sup>1</sup>Data on housing collected twice annually, June 15 and December 15. It is

assumed no change has occurred since June 15, 1946.

<sup>2</sup>Includes fuel as well as electricity and gas.

aBased on food prices for September 13, 1945.

bBased on food prices for June 13, 1946.

cBased on food prices for September 16, 1946:

rRevised.



# CONSUMERS' PRICE INDEXES FOR SIXTY CITIES

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Sept. 1946	June 1946	Sept. 1945	June 1946 to Sept. 1946	Sept. 1945 to Sept. 1946
<b>Akron</b>					
Food.....	172.3	156.0	149.2	+10.4	+15.5
Housing <sup>1</sup> .....	113.8	113.8	113.8	0	0
Clothing.....	134.6	131.4	129.3	+2.4	+4.1
Fuel and light.....	120.4	115.5	114.3	+4.2	+5.3
Housefurnishings.....	123.6	122.7	120.8	+0.7	+2.3
Sundries.....	129.5	128.7	124.2	+0.6	+4.3
Weighted Total.....	139.0	133.3	129.4	+4.3	+7.4
<b>Atlanta</b>					
Food.....	172.7	151.2	152.0	+14.2	+13.6
Housing <sup>1</sup> .....	99.2	99.2	99.2	0	0
Clothing.....	138.6	132.8	130.8	+4.4	+6.0
Fuel and light.....	117.4	113.5	112.3	+3.4	+4.5
Housefurnishings.....	129.8	129.5	125.0	+0.2	+3.8
Sundries.....	125.2	124.5	119.6	+0.6	+4.7
Weighted Total.....	136.2	128.8	126.9	+5.7	+7.3
<b>Baltimore</b>					
Food.....	171.5	151.8	149.6 <sup>r</sup>	+13.0	+14.6
Housing <sup>1</sup> .....	103.2	103.2	103.2	0	0
Clothing.....	138.2	134.8	132.0	+2.5	+4.7
Fuel and light.....	117.1	112.3	111.3	+4.3	+5.2
Housefurnishings.....	147.2	145.4	137.4	+1.2	+7.1
Sundries.....	126.2	125.3	125.6	+0.7	+0.5
Weighted Total.....	139.4	131.6	130.1	+5.9	+7.1
<b>Birmingham</b>					
Food.....	182.7	159.0	157.3 <sup>r</sup>	+14.9	+16.1
Housing <sup>1</sup> .....	105.7	105.7	105.7	0	0
Clothing.....	140.1	133.8	132.0	+4.7	+6.1
Fuel and light.....	110.9	107.8	105.0	+2.9	+5.6
Housefurnishings.....	127.0	121.2 <sup>r</sup>	120.2	+4.8	+5.7
Sundries.....	121.0	121.4	121.0	-0.3	0
Weighted Total.....	138.3	130.3 <sup>r</sup>	129.3	+6.1	+7.0
<b>Boston</b>					
Food.....	164.0	144.3 <sup>r</sup>	138.0	+13.7	+18.8
Housing <sup>1</sup> .....	103.5	103.5	103.5	0	0
Clothing.....	135.8	133.0	129.1 <sup>r</sup>	+2.1	+5.2
Fuel and light.....	128.4	121.6	118.9	+5.6	+8.0
Housefurnishings.....	135.7	132.3	126.4	+2.6	+7.4
Sundries.....	123.4	120.9	120.1	+2.1	+2.7
Weighted Total.....	136.0	127.4	124.2	+6.8	+9.5
<b>Bridgeport</b>					
Food.....	161.2	145.8	135.8	+10.6	+18.7
Housing <sup>1</sup> .....	106.5	106.5	106.5	0	0
Clothing.....	134.4	131.2	129.0 <sup>r</sup>	+2.4	+4.2
Fuel and light.....	130.4	122.7	119.4	+6.3	+9.2
Housefurnishings.....	129.7	128.2	127.3	+1.2	+1.9
Sundries.....	140.0	128.4	128.4	+9.0	+9.0
Weighted Total.....	138.8	129.6	125.8	+7.1	+10.3
<b>Buffalo</b>					
Food.....	168.4	151.4	145.7	+11.2	+15.6
Housing <sup>1</sup> .....	112.3	112.3	112.3	0	0
Clothing.....	136.3	132.7 <sup>r</sup>	129.3	+2.7	+5.4
Fuel and light.....	123.2	115.2	113.7	+6.9	+8.4
Housefurnishings.....	138.8	135.6	129.6	+2.4	+7.1
Sundries.....	130.0	126.8	126.5	+2.5	+2.8
Weighted Total.....	139.3	131.9 <sup>r</sup>	129.3	+5.6	+7.7
<b>Chattanooga</b>					
Food.....	187.2	164.0	161.0	+14.1	+16.3
Housing <sup>1</sup> .....	103.7	103.7	103.7	0	0
Clothing.....	133.7	129.7	125.1 <sup>r</sup>	+3.1	+6.9
Fuel and light.....	107.0	105.1	101.1	+1.8	+5.8
Housefurnishings.....	132.9	132.3	125.1	+0.5	+6.2
Sundries.....	116.8	117.8	117.6	-0.8	-0.7
Weighted Total.....	137.7	130.6	128.6 <sup>r</sup>	+5.4	+7.1
<b>Chicago</b>					
Food.....	170.5	148.9 <sup>r</sup>	145.9	+14.5	+16.9
Housing <sup>1</sup> .....	105.8	105.8	105.8	0	0
Clothing.....	138.4	134.6	133.7	+2.8	+3.5
Fuel and light.....	100.8	98.0	99.9	+2.9	+0.9
Housefurnishings.....	132.3	130.0	130.0	+1.8	+1.8
Sundries.....	124.3	123.1 <sup>r</sup>	118.1	+1.0	+5.2
Weighted Total.....	135.6	127.6 <sup>r</sup>	125.3	+6.3	+8.2
<b>Cincinnati</b>					
Food.....	165.9	142.2	139.2	+16.7	+19.2
Housing <sup>1</sup> .....	100.9	100.9	100.9	0	0
Clothing.....	147.8	139.7	139.4 <sup>r</sup>	+5.8	+6.0
Fuel and light.....	110.4	107.5	105.8	+2.7	+4.3
Housefurnishings.....	129.0	127.6	125.2	+1.1	+3.0
Sundries.....	125.8	124.0	120.8	+1.5	+4.1
Weighted Total.....	136.4	127.0	124.9	+7.4	+9.2
<b>Cleveland</b>					
Food.....	163.1	143.4	140.2	+13.7	+16.3
Housing <sup>1</sup> .....	109.7	109.7	109.7	0	0
Clothing.....	141.2	138.4	137.2	+2.0	+2.9
Fuel and light.....	109.6	105.9	104.9	+3.5	+4.5
Housefurnishings.....	132.8	130.5	126.3 <sup>r</sup>	+1.8	+5.1
Sundries.....	133.6	129.8	128.6	+2.9	+3.9
Weighted Total.....	137.3	129.6	127.8	+5.9	+7.4
<b>Dallas</b>					
Food.....	162.4	150.1	149.8	+8.2	+8.4
Housing <sup>1</sup> .....	105.6	105.6	105.6	0	0
Clothing.....	137.1	133.1	130.6	+3.0	+5.0
Fuel and light.....	89.1	89.1	89.1	0	0
Housefurnishings.....	135.2	134.3	129.3	+0.7	+4.6
Sundries.....	131.1	128.8	126.2	+1.8	+3.9
Weighted Total.....	133.3	128.8	127.3	+3.5	+4.7
<b>Dayton</b>					
Food.....	165.1	146.9	144.3	+12.4	+14.4
Housing <sup>1</sup> .....	105.9	105.9	105.9	0	0
Clothing.....	133.1	129.4	124.5	+2.9	+6.9
Fuel and light.....	112.1	108.9	107.8	+2.9	+4.0
Housefurnishings.....	143.3	140.1	136.0	+2.3	+5.4
Sundries.....	129.2	123.7	122.7	+4.4	+5.3
Weighted Total.....	136.1	128.2	126.3	+6.2	+7.8
<b>Denver</b>					
Food.....	168.2	148.8	142.1 <sup>r</sup>	+13.0	+18.4
Housing <sup>1</sup> .....	105.6	105.6	105.6	0	0
Clothing.....	138.0	131.7	132.0	+4.8	+4.5
Fuel and light.....	98.0	94.6	102.2	+3.6	-4.1
Housefurnishings.....	133.3	129.0	126.9	+3.3	+5.0
Sundries.....	126.9	125.1	119.8	+1.4	+5.9
Weighted Total.....	135.5	127.9	124.6	+5.9	+8.7
<b>Des Moines</b>					
Food.....	160.3	138.9	135.4	+15.4	+18.4
Housing <sup>1</sup> .....	105.3	105.3	105.3	0	0
Clothing.....	149.8	141.9	138.2	+5.6	+8.4
Fuel and light.....	124.8	122.5	121.8	+1.9	+2.5
Housefurnishings.....	135.0	127.8	126.0	+5.6	+7.1
Sundries.....	125.5	123.4	121.8	+1.7	+3.0
Weighted Total.....	134.5	126.7	124.6	+6.2	+7.9
<b>Detroit</b>					
Food.....	169.2	152.8	149.1	+10.7	+13.5
Housing <sup>1</sup> .....	107.0	107.0	107.0	0	0
Clothing.....	142.7	139.4	136.4	+2.4	+4.6
Fuel and light.....	121.2	114.7	114.6	+5.7	+5.8
Housefurnishings.....	135.8	130.2	126.2	+4.3	+7.6
Sundries.....	134.7	132.1	130.7	+2.0	+3.1
Weighted Total.....	139.5	132.8	130.8	+5.0	+6.7

<sup>1</sup>Rents surveyed twice annually, June 15 and December 15. It is assumed no change has occurred since June 15, 1946.

<sup>r</sup>Revised



# CONSUMERS' PRICE INDEXES FOR SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939 = 100			Percentage Changes		CITY	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Sept. 1946	June 1946	Sept. 1945	June 1946 to Sept. 1946	Sept. 1945 to Sept. 1946		Sept. 1946	June 1946	Sept. 1945	June 1946 to Sept. 1946	Sept. 1945 to Sept. 1946
<b>Duluth</b>						<b>Indianapolis</b>					
Food.....	165.9	144.0	141.1	+15.2	+17.6	Food.....	182.1	157.3 <sup>r</sup>	152.1	+15.8	+19.7
Housing <sup>1</sup> .....	100.2	100.2	100.2	0	0	Housing <sup>1</sup> .....	107.9	107.9	107.9	0	0
Clothing.....	147.8	142.8	139.4	+3.5	+6.0	Clothing.....	134.1	128.9	127.8	+4.0	+4.9
Fuel and light.....	115.6	109.9	108.4	+5.2	+6.6	Fuel and light.....	120.1	114.5	113.5	+4.9	+5.8
Housefurnishings.....	149.2	141.8	142.9 <sup>r</sup>	+5.2	+4.4	Housefurnishings.....	137.2	133.1 <sup>r</sup>	126.7	+3.1	+8.3
Sundries.....	130.8	125.6	119.9	+4.1	+9.1	Sundries.....	137.3	130.6	127.5	+5.1	+7.7
Weighted Total.....	138.8	128.8	125.8	+7.8	+10.3	Weighted Total.....	143.9	133.5 <sup>r</sup>	130.4	+7.8	+10.4
<b>Erie, Pa.</b>						<b>Kansas City, Mo.</b>					
Food.....	173.1	155.4 <sup>r</sup>	152.0	+11.4	+13.9	Food.....	158.4	137.2	135.5 <sup>r</sup>	+15.5	+16.9
Housing <sup>1</sup> .....	110.2	110.2	110.2	0	0	Housing <sup>1</sup> .....	105.5	105.5	105.5	0	0
Clothing.....	154.6	152.2	146.6	+1.6	+5.5	Clothing.....	141.2	137.1	134.2 <sup>r</sup>	+3.0	+5.2
Fuel and light.....	127.6	119.5	116.6	+6.8	+9.4	Fuel and light.....	118.1	113.5	111.9	+4.1	+5.5
Housefurnishings.....	139.4	135.0	131.5	+3.3	+6.0	Housefurnishings.....	125.9	124.6	123.3	+1.0	+2.1
Sundries.....	137.6	134.5	130.6	+2.8	+5.4	Sundries.....	133.8	128.3	127.9	+4.3	+4.6
Weighted Total.....	144.6	136.9	133.8	+5.6	+8.1	Weighted Total.....	135.6	126.9	125.8 <sup>r</sup>	+6.9	+7.8
<b>Fall River</b>						<b>Lansing</b>					
Food.....	165.0	141.6	136.6	+16.5	+20.8	Food.....	193.0	175.6	172.9	+9.9	+11.6
Housing <sup>1</sup> .....	104.3	104.3	104.3	0	0	Housing <sup>1</sup> .....	98.0	98.0	98.0	0	0
Clothing.....	147.0	139.4 <sup>r</sup>	137.7	+5.5	+6.8	Clothing.....	136.3	132.7 <sup>r</sup>	130.1	+2.7	+4.8
Fuel and light.....	123.5	116.8	115.8	+5.7	+6.6	Fuel and light.....	112.9	108.2	107.6	+4.3	+4.9
Housefurnishings.....	124.5	121.9	120.4	+2.1	+3.4	Housefurnishings.....	143.4	138.7 <sup>r</sup>	135.6	+3.4	+5.8
Sundries.....	129.0	128.0	128.4	+0.8	+0.5	Sundries.....	133.8	132.1 <sup>r</sup>	129.7	+1.3	+3.2
Weighted Total.....	138.1	128.5	126.6	+7.5	+9.1	Weighted Total.....	142.1	135.8	133.9	+4.6	+6.1
<b>Front Royal, Va.</b>						<b>Los Angeles</b>					
Food.....	194.7	169.7 <sup>r</sup>	162.4	+14.7	+19.9	Food.....	173.4	155.6	152.8	+11.4	+13.5
Housing <sup>1</sup> .....	107.3	107.3	107.3	0	0	Housing <sup>1</sup> .....	106.2	106.2	106.2	0	0
Clothing.....	154.8	148.7 <sup>r</sup>	147.5 <sup>r</sup>	+4.1	+4.9	Clothing.....	132.5	128.0 <sup>r</sup>	124.2	+3.5	+6.7
Fuel and light.....	125.7	123.9	115.3	+1.5	+9.0	Fuel and light.....	93.4	93.4	93.4	0	0
Housefurnishings.....	135.7	134.9 <sup>r</sup>	132.4	+0.6	+2.5	Housefurnishings.....	127.2	124.9 <sup>r</sup>	121.0	+1.8	+5.1
Sundries.....	127.8	127.0 <sup>r</sup>	116.9 <sup>r</sup>	+0.2	+8.9	Sundries.....	126.6	125.1	124.5	+1.2	+1.7
Weighted Total.....	143.6	136.3 <sup>r</sup>	130.4 <sup>r</sup>	+5.4	+10.1	Weighted Total.....	136.1	129.8	128.2	+4.9	+6.2
<b>Grand Rapids</b>						<b>Louisville</b>					
Food.....	172.2	156.1	151.4	+10.3	+13.7	Food.....	167.4	150.4	147.5	+11.3	+13.5
Housing <sup>1</sup> .....	106.5	106.5	106.5	0	0	Housing <sup>1</sup> .....	103.9	103.9	103.9	0	0
Clothing.....	145.6	141.6	139.7	+2.8	+4.2	Clothing.....	137.1	133.3	130.6	+2.9	+5.0
Fuel and light.....	118.0	114.0	113.1	+3.5	+4.3	Fuel and light.....	119.8	114.4	114.8	+4.7	+4.4
Housefurnishings.....	155.0	148.2	143.5	+4.6	+8.0	Housefurnishings.....	139.4	132.1	129.2 <sup>r</sup>	+5.5	+7.9
Sundries.....	130.8	128.5	127.0	+1.8	+3.0	Sundries.....	133.4	123.7	123.1	+7.8	+8.4
Weighted Total.....	140.5	134.0	131.7	+4.9	+6.7	Weighted Total.....	139.9	130.3	128.8	+7.4	+8.6
<b>Green Bay, Wis.</b>						<b>Macon</b>					
Food.....	152.6	141.9	141.5	+7.5	+7.8	Food.....	177.5	150.9	152.7	+17.6	+16.2
Housing <sup>1</sup> .....	102.8	102.8	102.8	0	0	Housing <sup>1</sup> .....	114.0	114.0	113.2	0	+0.7
Clothing.....	152.7	142.0	139.9	+7.5	+9.1	Clothing.....	143.7	136.8	133.1	+5.0	+8.0
Fuel and light.....	114.1	109.9	109.5	+3.8	+4.2	Fuel and light.....	103.9	101.5	101.0	+2.4	+2.9
Housefurnishings.....	136.5	131.6	128.8	+3.7	+6.0	Housefurnishings.....	139.6	139.0	137.3	+0.4	+1.7
Sundries.....	125.0	122.4	120.7	+2.1	+3.6	Sundries.....	125.1	124.7	125.6	+0.3	-0.4
Weighted Total.....	132.6	126.8	125.8	+4.6	+5.4	Weighted Total.....	141.7	132.5	132.7	+6.9	+6.8
<b>Houston</b>						<b>Meadville, Pa.</b>					
Food.....	171.0	149.1	146.0	+14.7	+17.1	Food.....	166.9	149.0	n.a.	+12.0	n.a.
Housing <sup>1</sup> .....	105.7	105.7	105.7	0	0	Housing <sup>1</sup> .....	110.8	110.8	n.a.	0	n.a.
Clothing.....	136.2	132.2	129.5	+3.0	+5.2	Clothing.....	128.2	123.2	n.a.	+4.1	n.a.
Fuel and light.....	81.8	81.8 <sup>r</sup>	81.8 <sup>r</sup>	0	0	Fuel and light.....	117.9	114.2	n.a.	+3.2	n.a.
Housefurnishings.....	119.3	117.6 <sup>r</sup>	118.4	+1.4	+0.8	Housefurnishings.....	140.8	138.8	n.a.	+1.4	n.a.
Sundries.....	126.7	125.9	122.7	+0.6	+3.3	Sundries.....	128.6	126.2	n.a.	+1.9	n.a.
Weighted Total.....	133.6	126.9 <sup>r</sup>	124.8 <sup>r</sup>	+5.3	+7.1	Weighted Total.....	135.9	128.8	n.a.	+5.5	n.a.
<b>Huntington, W. Va.</b>						<b>Memphis</b>					
Food.....	172.0	150.6	148.5 <sup>r</sup>	+14.2	+15.8	Food.....	186.2	163.6	157.6	+13.8	+18.1
Housing <sup>1</sup> .....	111.7	111.7	111.7	0	0	Housing <sup>1</sup> .....	108.4	108.4	108.4	0	0
Clothing.....	139.0	131.5	129.0	+5.7	+7.8	Clothing.....	145.8	141.5	139.3	+3.0	+4.7
Fuel and light.....	100.0	100.0	100.0	0	0	Fuel and light.....	102.5	99.3	99.0	+3.2	+3.5
Housefurnishings.....	144.4	139.0	132.1	+3.9	+9.3	Housefurnishings.....	136.8	132.4	130.6	+3.3	+4.7
Sundries.....	129.9	129.0	129.1	+0.7	+0.6	Sundries.....	119.7	114.5	114.1	+4.5	+4.9
Weighted Total.....	140.9	132.8	131.5 <sup>r</sup>	+6.1	+7.1	Weighted Total.....	138.9	130.1	127.9	+6.8	+8.6

<sup>1</sup>Rents surveyed twice annually, June 15 and December 15. It is assumed no change has occurred since June 15, 1946.

<sup>r</sup>Revised

n.a. Not available



# CONSUMERS' PRICE INDEXES FOR SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Sept. 1946	June 1946	Sept. 1945	June 1946 to Sept. 1946	Sept. 1945 to Sept. 1946		Sept. 1946	June 1946	Sept. 1945	June 1946 to Sept. 1946	Sept. 1945 to Sept. 1946
<b>Milwaukee</b>						<b>Parkersburg, W. Va.</b>					
Food.....	163.2	147.0	142.7	+11.0	+14.4	Food.....	164.8	147.9	145.6	+11.4	+13.2
Housing <sup>1</sup> .....	103.5	103.5	103.4	0	+0.1	Housing <sup>1</sup> .....	104.2	104.2	104.2	0	0
Clothing.....	152.0	143.3	140.0	+6.1	+3.6	Clothing.....	126.7	125.7	124.9	+0.8	+1.4
Fuel and light.....	118.7	113.0	112.3	+5.0	+5.7	Fuel and light.....	94.6	94.6	94.6	0	0
Housefurnishings.....	142.0	137.2	129.1	+3.5	+10.0	Housefurnishings.....	135.9	134.8	132.0	+0.8	+3.0
Sundries.....	127.3	126.1	122.5	+1.0	+3.9	Sundries.....	124.1	123.1	117.8	+0.8	+5.3
Weighted Total.....	135.9	129.1	126.1	+5.3	+7.8	Weighted Total.....	135.3	129.0	126.2	+4.9	+7.2
<b>Minneapolis</b>						<b>Philadelphia</b>					
Food.....	181.9	154.9	151.6 <sup>r</sup>	+17.4	+20.0	Food.....	165.1	145.8	141.4 <sup>r</sup>	+13.2	+16.8
Housing <sup>1</sup> .....	103.7	103.7	103.7	0	0	Housing <sup>1</sup> .....	102.7	102.7	102.7	0	0
Clothing.....	143.3	134.3	136.2	+6.7	+5.2	Clothing.....	139.0	134.9	132.2 <sup>r</sup>	+3.0	+5.1
Fuel and light.....	111.9	106.9	105.4	+4.7	+6.2	Fuel and light.....	123.8	117.3	115.6	+5.5	+7.1
Housefurnishings.....	138.3	128.5	126.0	+7.6	+9.8	Housefurnishings.....	139.8	133.9	131.5	+4.4	+6.3
Sundries.....	128.9	123.3 <sup>r</sup>	123.3	+4.5	+4.5	Sundries.....	127.8	124.9	125.6	+2.3	+1.8
Weighted Total.....	140.7	129.2 <sup>r</sup>	128.2	+8.9	+9.8	Weighted Total.....	138.6	129.8	127.9 <sup>r</sup>	+6.8	+8.4
<b>Muskegon</b>						<b>Pittsburgh</b>					
Food.....	200.2	177.5	166.6	+12.8	+20.2	Food.....	168.8	147.7 <sup>r</sup>	143.3	+14.3	+17.8
Housing <sup>1</sup> .....	115.2	115.2	115.2	0	0	Housing <sup>1</sup> .....	105.7	105.7	105.7	0	0
Clothing.....	139.0	132.1	129.9	+5.2	+7.0	Clothing.....	135.2	133.5	130.9	+1.3	+3.3
Fuel and light.....	126.2	120.2	115.5	+5.0	+9.3	Fuel and light.....	118.0	114.9	113.4	+2.7	+4.1
Housefurnishings.....	126.6	122.6	121.9	+3.3	+3.9	Housefurnishings.....	127.4	126.7 <sup>r</sup>	121.9	+0.6	+4.5
Sundries.....	129.5	128.4	121.6	+0.9	+6.5	Sundries.....	126.0	123.1 <sup>r</sup>	119.9	+2.4	+5.1
Weighted Total.....	147.3	139.1	133.4	+5.9	+10.4	Weighted Total.....	136.6	128.5 <sup>r</sup>	125.6	+6.3	+8.8
<b>Newark</b>						<b>Portland, Ore.</b>					
Food.....	167.0	146.9	138.8	+13.7	+20.3	Food.....	170.9	149.6	148.5	+14.2	+15.1
Housing <sup>1</sup> .....	101.4	101.4	101.4	0	0	Housing <sup>1</sup> .....	110.0	110.0	110.0	0	0
Clothing.....	135.4	131.2	127.7	+3.2	+6.0	Clothing.....	150.8	144.9	141.4	+4.1	+6.6
Fuel and light.....	108.7	104.8	103.7	+3.7	+4.8	Fuel and light.....	125.0	124.9	124.9	+0.1	+0.1
Housefurnishings.....	148.3	140.3 <sup>r</sup>	134.1	+5.7	+10.6	Housefurnishings.....	123.9	123.9	122.5	0	+1.1
Sundries.....	121.9	121.5	119.5	+0.3	+2.0	Sundries.....	124.5	124.3 <sup>r</sup>	116.8	+0.2	+6.6
Weighted Total.....	135.9	127.6 <sup>r</sup>	123.6	+6.5	+10.0	Weighted Total.....	139.2	132.1 <sup>r</sup>	128.7	+5.4	+8.2
<b>New Haven</b>						<b>Providence</b>					
Food.....	158.0	143.3	134.9	+10.3	+17.1	Food.....	172.9	155.6	146.2	+11.1	+18.3
Housing <sup>1</sup> .....	105.3	105.3	105.3	0	0	Housing <sup>1</sup> .....	103.3	103.3	103.3	0	0
Clothing.....	142.8	137.6	130.9	+3.8	+9.1	Clothing.....	142.5	141.2	135.2	+0.9	+5.4
Fuel and light.....	117.0	110.5	108.1	+5.9	+8.2	Fuel and light.....	117.7	111.9	109.4	+5.2	+7.6
Housefurnishings.....	134.2	129.9	128.1	+3.3	+4.8	Housefurnishings.....	127.8	127.4	126.2	+0.3	+1.3
Sundries.....	114.0	112.4	111.5	+1.4	+2.2	Sundries.....	128.6	126.4	125.8	+1.7	+2.2
Weighted Total.....	130.2	123.8	119.9	+5.2	+8.6	Weighted Total.....	138.4	131.5	127.5	+5.2	+8.5
<b>New Orleans</b>						<b>Richmond</b>					
Food.....	178.1	153.5 <sup>r</sup>	150.4	+16.0	+18.4	Food.....	188.9	163.3	162.3	+15.7	+16.4
Housing <sup>1</sup> .....	110.6	110.6	110.6	0	0	Housing <sup>1</sup> .....	103.1	103.1	103.1	0	0
Clothing.....	140.4	138.3	134.9	+1.5	+4.1	Clothing.....	137.6	133.2	132.0	+3.3	+4.2
Fuel and light.....	87.1	85.9	85.8	+1.4	+1.5	Fuel and light.....	109.8	106.7 <sup>r</sup>	106.0	+2.9	+3.6
Housefurnishings.....	133.6	130.0 <sup>r</sup>	124.1	+2.8	+7.7	Housefurnishings.....	127.3	123.7 <sup>r</sup>	121.4	+2.9	+4.9
Sundries.....	123.4	123.8	123.3	-0.3	+0.1	Sundries.....	120.3	120.1	119.2	+0.2	+0.9
Weighted Total.....	142.2	132.6 <sup>r</sup>	130.7	+7.2	+8.8	Weighted Total.....	138.8	130.4	129.6	+6.4	+7.1
<b>New York</b>						<b>Roanoke, Va.</b>					
Food.....	164.9	146.7	141.2	+12.4	+16.8	Food.....	178.1	151.4 <sup>r</sup>	150.8	+17.6	+18.1
Housing <sup>1</sup> .....	100.8	100.8	100.8	0	0	Housing <sup>1</sup> .....	122.4	122.4	121.6	0	+0.7
Clothing.....	141.0	135.9	134.7	+3.8	+4.7	Clothing.....	145.2	137.6 <sup>r</sup>	134.0	+5.5	+8.4
Fuel and light.....	110.7	108.4	109.8	+2.1	+0.8	Fuel and light.....	115.8	113.9	109.8	+1.7	+5.5
Housefurnishings.....	139.3	135.3	132.7	+3.0	+5.0	Housefurnishings.....	138.8	133.3 <sup>r</sup>	124.8	+4.1	+11.2
Sundries.....	129.9	126.7	123.7	+2.5	+5.0	Sundries.....	124.5	123.6	122.1	+0.7	+2.0
Weighted Total.....	136.9	128.8	125.9	+6.3	+8.7	Weighted Total.....	142.1	132.8 <sup>r</sup>	131.0	+7.0	+8.5
<b>Omaha</b>						<b>Rochester</b>					
Food.....	180.6	154.5 <sup>r</sup>	149.5	+16.9	+20.8	Food.....	171.9	154.6 <sup>r</sup>	148.8	+11.2	+15.5
Housing <sup>1</sup> .....	100.6	100.6	100.6	0	0	Housing <sup>1</sup> .....	103.9	103.9	103.9	0	0
Clothing.....	137.1	133.0	132.1	+3.1	+3.8	Clothing.....	144.5	139.1 <sup>r</sup>	133.3 <sup>r</sup>	+3.9	+8.4
Fuel and light.....	114.2	109.7	108.3	+4.1	+5.4	Fuel and light.....	133.7	125.2	123.6	+6.8	+8.2
Housefurnishings.....	164.9	146.4 <sup>r</sup>	142.5 <sup>r</sup>	+5.8	+8.7	Housefurnishings.....	149.8	143.1 <sup>r</sup>	138.8	+4.7	+7.9
Sundries.....	127.1	127.0	125.9	+0.1	+1.0	Sundries.....	135.8	132.4	130.4	+2.6	+4.1
Weighted Total.....	139.2	130.5 <sup>r</sup>	128.4 <sup>r</sup>	+6.7	+8.4	Weighted Total.....	140.7	133.2	130.1	+5.6	+8.1

<sup>1</sup>Rents surveyed twice annually, June 15 and December 15. It is assumed no change has occurred since June 15, 1946.

<sup>r</sup>Revised



# CONSUMERS' PRICE INDEXES FOR 60 CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Sept. 1946	June 1946	Sept. 1945	June 1946 to Sept. 1946	Sept. 1945 to Sept. 1946		Sept. 1946	June 1946	Sept. 1945	June 1946 to Sept. 1946	Sept. 1945 to Sept. 1946
<b>Rockford, Ill.</b>						<b>Spokane</b>					
Food.....	175.7	155.8	148.8	+12.8	+18.1	Food.....	173.3	148.3	145.4 <sup>r</sup>	+16.9	+19.2
Housing <sup>1</sup> .....	138.1	138.1	138.1	0	0	Housing <sup>1</sup> .....	102.0	102.0	102.0	0	0
Clothing.....	139.6	133.9	131.5	+4.3	+6.2	Clothing.....	131.1	125.4	124.5	+4.5	+5.3
Fuel and light.....	120.1	114.7 <sup>r</sup>	115.8	+4.7	+3.7	Fuel and light.....	136.2	134.9	134.7	+1.0	+1.1
Housefurnishings.....	139.4	138.2	130.9	+0.9	+6.5	Housefurnishings.....	132.7	132.7	132.7	0	0
Sundries.....	126.4	124.5	122.3	+1.5	+3.4	Sundries.....	124.8	124.6	119.9	+0.2	+4.1
Weighted Total.....	145.0	137.3 <sup>r</sup>	134.1	+5.6	+8.1	Weighted Total.....	138.8	130.2	127.8	+6.6	+8.6
<b>Sacramento</b>						<b>Syracuse</b>					
Food.....	175.7	152.1	149.1	+15.5	+17.8	Food.....	168.2	150.2	144.6	+12.0	+16.3
Housing <sup>1</sup> .....	105.7	105.7	104.1	0	+1.5	Housing <sup>1</sup> .....	116.3	116.3	116.2	0	+0.1
Clothing.....	150.8	144.6	141.6	+4.3	+6.5	Clothing.....	142.1	139.2	133.3	+2.1	+6.6
Fuel and light.....	76.8	76.8 <sup>r</sup>	80.8	0	-5.0	Fuel and light.....	128.9	122.0	120.1	+5.7	+7.3
Housefurnishings.....	148.8	144.8 <sup>r</sup>	140.6	+2.8	+5.8	Housefurnishings.....	143.5	134.1	130.5	+7.0	+10.0
Sundries.....	126.9	126.0	124.8	+0.7	+1.7	Sundries.....	120.5	119.1	120.1	+1.2	+0.3
Weighted Total.....	138.8	130.6	128.7	+6.3	+7.8	Weighted Total.....	137.4	130.5	128.2	+5.3	+7.2
<b>St. Louis</b>						<b>Toledo</b>					
Food.....	161.7	151.2	147.2	+6.9	+9.9	Food.....	171.3	151.6	148.9 <sup>r</sup>	+13.0	+15.0
Housing <sup>1</sup> .....	105.8	105.8	105.8	0	0	Housing <sup>1</sup> .....	113.1	113.1	113.1	0	0
Clothing.....	137.4	133.0 <sup>r</sup>	130.4	+3.3	+5.4	Clothing.....	143.6	136.0	132.6	+5.6	+8.3
Fuel and light.....	123.9	118.1	117.4	+4.9	+5.5	Fuel and light.....	115.1	110.1	109.6	+4.5	+5.0
Housefurnishings.....	128.8	122.7 <sup>r</sup>	117.9	+5.0	+9.2	Housefurnishings.....	134.1	129.9 <sup>r</sup>	122.8	+3.2	+9.2
Sundries.....	122.2	121.3	117.5	+0.7	+4.0	Sundries.....	135.3	134.7	129.1	+0.4	+4.8
Weighted Total.....	134.5	129.6	126.7	+3.8	+6.2	Weighted Total.....	141.8	134.2 <sup>r</sup>	131.0	+5.7	+8.2
<b>St. Paul</b>						<b>Wausau, Wis.</b>					
Food.....	172.3	146.2	141.6	+17.9	+21.7	Food.....	181.6	160.6	154.9	+13.1	+17.2
Housing <sup>1</sup> .....	100.9	100.9	100.9	0	0	Housing <sup>1</sup> .....	102.7	102.7	102.7	0	0
Clothing.....	131.3	128.6 <sup>r</sup>	127.5	+2.1	+3.0	Clothing.....	156.9	151.1 <sup>r</sup>	143.8	+3.8	+9.1
Fuel and light.....	114.6	109.8	108.3	+4.4	+5.8	Fuel and light.....	118.6	110.6	110.6	+7.2	+7.2
Housefurnishings.....	140.2	138.9 <sup>r</sup>	128.1	+0.9	+9.4	Housefurnishings.....	132.9	129.4 <sup>r</sup>	125.6	+2.7	+5.8
Sundries.....	127.6	124.3 <sup>r</sup>	122.9	+2.7	+3.8	Sundries.....	125.9	119.2	117.0	+5.6	+7.6
Weighted Total.....	136.1	126.6 <sup>r</sup>	124.1	+7.5	+9.7	Weighted Total.....	141.1	131.6 <sup>r</sup>	128.3	+7.2	+10.0
<b>San Francisco - Oakland</b>						<b>Wilmington, Del.</b>					
Food.....	175.2	151.9	147.6	+15.3	+18.7	Food.....	167.2	144.7	141.1	+15.5	+18.5
Housing <sup>1</sup> .....	100.9	100.9	100.9	0	0	Housing <sup>1</sup> .....	104.9	104.9	104.9	0	0
Clothing.....	141.2	136.0	135.6	+3.8	+4.1	Clothing.....	143.0	138.7	133.3	+3.1	+7.3
Fuel and light.....	85.3	85.1 <sup>r</sup>	90.1	+0.2	-5.3	Fuel and light.....	111.9	107.2	105.3	+4.4	+6.3
Housefurnishings.....	134.7	128.0 <sup>r</sup>	124.7	+5.2	+8.0	Housefurnishings.....	131.9	127.9	126.6	+3.1	+4.2
Sundries.....	134.2	133.2 <sup>r</sup>	124.1	+0.8	+8.1	Sundries.....	119.5	117.8 <sup>r</sup>	115.3	+1.4	+3.6
Weighted Total.....	140.7	132.1 <sup>r</sup>	127.8	+6.5	+10.1	Weighted Total.....	137.0	127.7	124.9	+7.3	+9.7
<b>Seattle</b>						<b>Youngstown</b>					
Food.....	171.4	157.3	150.8	+9.0	+13.7	Food.....	182.5	160.3	155.4	+13.8	+17.4
Housing <sup>1</sup> .....	106.5	106.5	106.5	0	0	Housing <sup>1</sup> .....	105.6	105.6	105.6	0	0
Clothing.....	135.1	129.1	129.6	+4.6	+4.2	Clothing.....	153.1	147.2 <sup>r</sup>	146.8	+4.0	+4.3
Fuel and light.....	114.1	111.4	110.6	+2.4	+3.2	Fuel and light.....	113.2	109.4	108.7	+3.5	+4.1
Housefurnishings.....	133.6	126.3 <sup>r</sup>	121.1	+5.8	+10.3	Housefurnishings.....	144.6	138.6 <sup>r</sup>	134.0	+4.3	+7.9
Sundries.....	121.3	122.1	121.1	0.7	+0.2	Sundries.....	118.5	117.9	116.6	+0.5	+1.6
Weighted Total.....	136.3	131.0 <sup>r</sup>	128.4	+4.0	+6.2	Weighted Total.....	140.6	132.4 <sup>r</sup>	130.2	+6.2	+8.0

<sup>1</sup>Rents surveyed twice annually, June 15 and December 15. It is assumed no change has occurred since June 15, 1946.

<sup>r</sup>Revised

## PERCENTAGE CHANGES IN INDEXES FOR FIVE CITIES

	Weighted Total		Food		Housing <sup>1</sup>		Clothing		Fuel and Light		Housefurnishings		Sundries	
	June 1946 to Sept. 1946	Sept. 1945 to Sept. 1946	June 1946 to Sept. 1946	Sept. 1945 to Sept. 1946	June 1946 to Sept. 1946	Sept. 1945 to Sept. 1946	June 1946 to Sept. 1946	Sept. 1945 to Sept. 1946	June 1946 to Sept. 1946	Sept. 1945 to Sept. 1946	June 1946 to Sept. 1946	Sept. 1945 to Sept. 1946	June 1946 to Sept. 1946	Sept. 1945 to Sept. 1946
Evansville, Ind.....	+6.0	+7.8	+14.9	+17.8	0	0	+3.9	+5.3	+3.9	+4.5	+2.7	+7.5	+0.8	+1.7
International Falls, Minn..	+7.5	+8.0 <sup>a</sup>	+19.4	+21.3 <sup>a</sup>	0	0 <sup>a</sup>	+4.7	+2.9 <sup>a</sup>	+3.0	+3.7 <sup>a</sup>	+1.5	+3.8 <sup>a</sup>	+0.9	+0.8 <sup>a</sup>
Joliet, Ill. <sup>2</sup> .....	+5.8	+9.5	+14.7	+16.5	0	0	+2.0	+4.3	+3.9	+4.5	+2.0	+6.1	+1.6	+9.4
Lewistown, Pa.....	+5.6	+6.9	+12.2	+13.7	0	0	+1.0	+2.4	+5.5	+5.5	+2.0	+4.6	+0.3	+2.3
Trenton, N. J.....	+6.5	+8.8	+13.8	+18.5	0	0	+4.0	+7.1	+5.6	+7.2	+0.7	+2.9	+0.5	+0.7

<sup>1</sup>Rents surveyed twice annually, June 15 and December 15. It is assumed no change has occurred since June 15, 1946.

<sup>2</sup>Includes Lockport and Rockdale.

<sup>a</sup>Percentage change Aug., 1945, to Sept., 1946.



## Strikes in the News

OF SEPTEMBER disputes, the strike of the maritime workers seemed to have the widest repercussions. The strike was officially set for September 5, and by the next day the Seafarers' International Union and the Sailors' Union of the Pacific, both AFL affiliated unions, had between 90,000 and 100,000 maritime workers idle on the Atlantic, Pacific and Gulf coasts. The underlying dispute stemmed from the refusal of the Wage Stabilization Board, on August 23, to approve monthly increases, already approved by the shipping industry and the War Shipping Administration, of \$27.50 and \$22.50 to East coast SIU men and West coast SUP members, respectively. The WSB based its decision on the fact

that an increase of only \$17.50 had been awarded to the National Maritime Workers (CIO) on June 14, when the nation was previously threatened by a shipping tie-up. The problem really was a dispute concerning the rates to be paid on government-operated ships and eventually was handled in that way when a settlement was reached.

The WSB held a rehearing of the case on September 10, but did not reverse its former decision, stating that there could be no further appeal. Meanwhile, the work stoppage spread to practically all maritime workers, with approximately 500,000 estimated idle on all three coasts of the states. Estimates of the greatest number of ships idle at any one time vary

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Manufacturing						
	Strikes <sup>1</sup>			Production <sup>2</sup> (1935-1939 =100)	Turnover Rate per 100 Employees <sup>1</sup>					Accessions <sup>2</sup>
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations <sup>3</sup>					
	Number	Workers Involved (Thousand)			Total	Quits <sup>4</sup>	Miscellane- ous <sup>4</sup>	Discharges <sup>5</sup>	Layoffs <sup>6</sup>	
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.51
1942.....	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62
1943a.....	3,752	1,981	13,501	258	86.86	62.11	10.56	7.12	7.07	89.64
1944.....	4,956	2,116	8,721	252	81.8	61.0	5.9	7.7	7.2	73.0
1945.....	4,750	3,467	38,025	214	99.6	60.9	3.7	7.3	27.7	75.7
1945 July.....	523	325.0	1,769	223	7.7	5.2	.4	.6	1.5	5.8
August.....	447	270.9	1,712	196	17.9	6.2	.3	.7	10.7	5.9
September.....	573	525.6	4,341	177	12.0	6.7	.2	.6	4.5	7.4
October.....	474	550.5	8,611	171	8.6	5.6	.2	.5	2.3	8.6
November.....	358	420.2	6,935	173	7.1	4.7	.2	.5	1.7	8.7
December.....	134	50.4	7,718	167	5.9	4.0	.2	.4	1.3	6.9
1946 January.....	325	1400.0	19,200	160	6.8	4.3	.2	.5	1.8	8.5
February.....	260	130.0	21,500	r 151	6.3	3.9	.2	.5	1.7	6.8
March.....	385	130.0	14,000	170	6.6	4.2	.2	.4	1.8	7.1
April.....	465	575.0	15,500	174	6.3	4.3	.2	.4	1.4	6.7
May.....	360	560.0	11,500	r 167	6.3	4.2	.2	.4	1.5	6.1
June.....	350	150.0	3,800	176	r 5.7	r 4.0	r .2	.3	r 1.2	r 6.7
July.....	p 480	p 185.0	p 3,300	r 178	p 5.9	p 4.5	p .2	p .4	p .8	p 7.8
August.....	p 500	p 235.0	p 3,425	p 184	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.

Note: For back figures, see *The Conference Board Management Record*, May, 1946, p. 180.

<sup>1</sup>United States Bureau of Labor Statistics.

<sup>2</sup>Federal Reserve annual production data are averages of monthly figures.

<sup>3</sup>A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

<sup>4</sup>A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

<sup>5</sup>A discharge is a termination of employment at the will of the employer without prejudice to the worker because of some fault on the part of the worker.

<sup>6</sup>A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

<sup>7</sup>An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

<sup>8</sup>Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

p Preliminary

n.a. Not available

r Revised



## LABOR DISPUTES ORIGINATING IN SEPTEMBER 1946

Incomplete report based upon information appearing in the press

Organization Affected	Union	Location	Date Begun	Date Ended	Number of Workers Affected	
<b>Manufacturing, Building and Mining</b>						
Bethlehem Steel Company <sup>1</sup> .....	CIO	Hoboken, N. J.	9/10	..	2,600	<sup>1</sup> Shipyard workers
Bohn Aluminum & Brass Corporation <sup>2</sup> .....	CIO	Adrian, Mich.	11	..	500 <sup>a</sup>	<sup>2</sup> Plant 24
Briggs Manufacturing Company <sup>3</sup> .....	CIO	Detroit, Mich.	12	9/21	50,000 <sup>b</sup>	<sup>3</sup> Outer Drive plant
Carnegie-Illinois Steel Corporation <sup>4</sup> .....	CIO	Gary, Ind.	16	21	7,400 <sup>c</sup>	<sup>4</sup> Sheet and tin mills
Chrysler Corporation <sup>5</sup> .....	CIO	Detroit, Mich.	11	18 <sup>d</sup>	4,200 <sup>e</sup>	<sup>5</sup> Dodge truck plant
Duquesne Light Company.....	Ind.	Pittsburgh, Pa.	24	10/20	3,500	<sup>6</sup> River Rouge plant
Electric Storage Battery Company.....	CIO	Philadelphia, Pa.	5	9/9	2,700	<sup>7</sup> Southside and Second Avenue plants
Ford Motor Company <sup>8</sup> .....	CIO	Detroit, Mich.	25	25	2,900 <sup>f</sup>	<sup>8</sup> Vesta No. 4, 5 and 6, and Shan-nopin mines
Hudson Motor Car Company.....	n.a.	Detroit, Mich.	10	..	12,000 <sup>g</sup>	<sup>9</sup> Plaskon division
Jones & Laughlin Steel Corporation <sup>7</sup> .....	CIO	Pittsburgh, Pa.	25	25	6,000	<sup>10</sup> Crescent No. 1 mine
Jones & Laughlin Steel Corporation <sup>8</sup> .....	AFL	Pittsburgh, Pa. area	3	(h)	3,100	<sup>11</sup> Production workers at the Micarta plant
Libbey-Owens-Ford Glass Company <sup>9</sup> .....	CIO	Toledo, Ohio	4	..	(i)	<sup>12</sup> Plant No. 1
A. E. Nettleton Company.....	CIO	Syracuse, N. Y.	5	..	400	<sup>13</sup> Employed in the Hamilton National Bank Building
Pittsburgh Consolidation Coal Company <sup>10</sup> .....	AFL	Brownsville, Pa.	3	..	332	<sup>14</sup> Atlantic, Pacific and Gulf coasts
Reo Motors, Inc.....	CIO	Lansing, Mich.	16	(j)	2,200	<sup>15</sup> Independent and CIO unions involved
Republic Steel Corporation.....	CIO	Cleveland, Ohio	5	..	50 <sup>k</sup>	<sup>16</sup> Service was halted between New Bedford and Woods Hole, Mass., and the islands of Martha's Vineyard and Nantucket
Timken-Detroit Axle Company.....	CIO	Detroit, Mich.	10	15	5,500	<sup>17</sup> Employed by more than 80 leading New York City hotels
Westinghouse Electric Corporation <sup>11</sup> .....	CIO	Trafford, Pa.	25	..	2,000	<sup>18</sup> Employed in 12 restaurants in the Yorkville district
L. A. Young Spring & Wire Corporation <sup>12</sup> .....	CIO	Detroit, Mich.	5	7	2,600 <sup>l</sup>	<sup>19</sup> Mailing room employees
<b>Miscellaneous</b>						
Barbers and manicurists.....	CIO	New York, N. Y.	16	..	2,350 <sup>m</sup>	<sup>20</sup> Bus drivers
Belkoff Brothers.....	CIO	New York, N. Y.	6	..	220	<sup>21</sup> Trolley operators and service workers
Elevator operators <sup>13</sup> .....	AFL	Chattanooga, Tenn.	5	..	n.a.	<sup>22</sup> Engineers
Expressmen.....	AFL	Atlanta, Ga.	9	..	(n)	<sup>23</sup> Employed by 12 principal hotels and 72 restaurants
<i>The Herald and Express</i> .....	CIO	Los Angeles, Calif.	4	..	825 <sup>o</sup>	<sup>24</sup> New York metropolitan area, including New Jersey
Maritime workers.....	AFL	(14)	4 <sup>p</sup>	13	100,000	<sup>25</sup> Pressmen, printers and stereo-typers
Maritime workers.....	(15)	(14)	13	20 <sup>q</sup>	90,000	<sup>26</sup> Strike caused the plant to close
Massachusetts Steamship Lines, Inc.....	AFL	(15)	9	12	175	<sup>27</sup> Strike of 1,200 Briggs workers forced into idleness approximately 50,000 other Briggs, Chrysler, Packard and Burkhart employees. This number includes 4,000 Chrysler workers in Windsor, Canada
Motion picture employees.....	AFL	Hollywood, Calif.	26	..	(r)	<sup>28</sup> Approximately 7,000 production workers refused to cross picket lines of 400 striking white-collar workers
Musicians <sup>17</sup> .....	AFL	New York, N. Y.	2	17	3,000 <sup>s</sup>	<sup>29</sup> Two previous attempts were made by the workers to return to work
Musicians <sup>18</sup> .....	AFL	New York, N. Y.	20	..	65 <sup>t</sup>	<sup>30</sup> Picketing by 1,000 workers forced the plant, employing 4,200 to close
<i>The Nashville Tennessean</i> <sup>19</sup> .....	n.a.	Nashville, Tenn.	4	..	n.a.	<sup>31</sup> Strike of 100 workers made an additional 2,800 workers idle
Pittsburgh Motor Coach Company <sup>20</sup> .....	AFL	Pittsburgh, Pa.	26	10/14	325	<sup>32</sup> Strike of 37 inspectors forced the company to lay off approximately 12,000 production workers
Pittsburgh Railways Company <sup>21</sup> .....	AFL	Pittsburgh, Pa.	26	14	2,700	
Public school teachers.....	Ind.	Norwalk, Conn.	4	9/12	225 <sup>u</sup>	
Radio Station KDKA <sup>22</sup> .....	Ind.	Pittsburgh, Pa.	24	10/11	20	
Restaurant and hotel employees <sup>23</sup> .....	AFL	Los Angeles, Calif.	19	9/25	6,000	
Truck drivers.....	AFL	Northern California	10	16	3,500 <sup>v</sup>	
Truckmen.....	AFL	(24)	1 <sup>w</sup>	(x)	25,000	
Typographical workers <sup>25</sup> .....	n.a.	Springfield, Mass.	26	..	(y)	
United Parcel Service, Inc.....	AFL	New York, N. Y.	13	..	3,000 <sup>z</sup>	

<sup>1</sup>Strike at the Vesta No. 4 mine was ended on September 11

<sup>2</sup>Production of plastics halted

<sup>3</sup>Midweek settlement provided for a return to work, with normal production expected by September 23

<sup>4</sup>Ten of the company's 14 open-hearth furnaces were shut down as a result of the stoppage

<sup>5</sup>Strike of 250 welders forced the plant to close

<sup>6</sup>Eight hundred shops affected

<sup>7</sup>An estimated 95% of 1,400 employees quit work at one of three Railway Express Agency offices. Total number made idle not reported

<sup>8</sup>Strike of 525 workers made 300 other employees idle

<sup>9</sup>The general strike began at noon on September 5, but according to newspaper reports the walkout started in three West Coast ports on September 4

<sup>10</sup>Maritime workers on the East Coast voted on September 20 to end their strike; the West Coast workers voted on September 21

<sup>11</sup>Strike of several thousand carpenters, painters and other technical workers caused a halt in film production at seven of Hollywood's ten major studios

<sup>12</sup>Sympathy walkouts were reported in 12 cities where hotels operated by the Hilton, Kirkeby and Statler chains were located. Number of musicians involved was not reported

<sup>13</sup>Waiters, chefs and bartenders joined in sympathy on September 21, closing restaurants. Total number involved was not reported

<sup>14</sup>Strike of teachers kept 6,200 school children on a prolonged vacation

<sup>15</sup>Strike of truck drivers halted deliveries of fresh fruits and vegetables to canneries

<sup>16</sup>The strike, theoretically, began at 12:01 a.m. September 1, but because of the Labor Day holiday it was not effective until September 3

<sup>17</sup>Companies began signing individual contracts with the unions on September 17. See text for details

<sup>18</sup>Number involved was not given, but publication of four papers, the *Republican*, *Morning Union*, *Daily News* and *Evening Union*, was affected

<sup>19</sup>Affected were 375 department stores and specialty shops

<sup>20</sup>n.a. Not available

between 1,200 and 3,000. Embargoes were placed by the Association of American Railroads on all railroad freight shipped to the ports with certain exceptions, such as food for export, coal, and petroleum in tank cars. The Railway Express Agency also put an embargo on express shipments addressed to the steamship company docks or export brokers in New York and New Jersey. About 3,500 tugmen operating in New York harbor were idle for several days, finally being ordered to return to work to move food and other essential commodities into New York City.

The National Maritime Union, when it lent its

support to the AFL strike, made it known that it intended asking for the same increase if the WSB reversed its standing. On September 12, Stabilization Director Steelman issued an amendment to the wage stabilization policy of the Office of Economic Stabilization which was effective in settling the dispute as far as the AFL unions were concerned. The prevailing rate would thereafter be paid by the government on its operations providing it employed one half the total in the industry or did one half the total industry's dollar volume of business, and that a substantial part of the private operators were paying a compar-



able wage salary. The SIU and SUP accepted the terms and the strike was officially called off on September 13. On that day, however, NMU officially went on strike on the East and Gulf coasts, and AFL workers did not go through the NMU picket lines. Approximately 90,000 workers and 1,200 ships were idle. Later, some AFL officials were reported to have expressed a willingness to go through, but the ships would still have remained fast at the docks, since the engineers on every ship belong to the CIO Marine Engineers' Beneficial Association (CIO).

### Perishables Spoil on Ships

The ship operators were reported willing to meet the CIO demands, but once again governmental approval was necessary. Security watches were withdrawn from all ships except refrigerated ones, a thing never done before. Shiploads of perishable products began to spoil. NMU extended the strike to coal carriers and foreign-flag vessels under contract, and the Pacific Coast Marine Firemen, Watertenders, Oilers, and Wipers (an independent union) and the CIO Marine Cooks and Stewards of the Pacific Coast joined the struggle. On September 16 the AFL promised to respect CIO picket lines around non-AFL ships, but requested that pickets be withdrawn from AFL contract ships. On the West coast, settlement was being held up by refusal of the operators to negotiate with the two interested unions there before they went back to the ships.

On September 19, James L. Fly, special arbitrator, announced his awards. These were effective in settling the dispute. NMU signed on September 20, while the two West coast groups signed on the 21st. Mr. Fly advocated a policy of equal pay for equal work.

CIO's Marine Engineers' Beneficial Association and International Longshoremen's and Warehousemen's Union contracts expired on September 30. A "no contract, no work" situation developed. AFL's Masters, Mates and Pilots are also on strike at present.

### TRUCKING STRIKE

The port of New York had more ships tied up than any other. This, however, was not New York's only concern. During the month of September, and continuing also into October, it was hit by work stoppages of 25,000 drivers in the general trucking business, and of 3,000 employees of the United Parcel Service, Inc. The combination resulted in even greater shortages of foodstuffs in New York than existed generally throughout the country. About 780 food and candy stores were forced to close on September 14. Manufacturing and industrial plants had to limit or suspend operations from lack of raw materials or supplies or from inability to ship the finished product.

Contracts of locals 807, 282, and 816 of the Interna-

tional Brotherhood of Teamsters (AFL), with a combined membership of 25,000, expired on August 31. These locals control practically 100% of New York's general trucking. Prior to the breakdown on August 22, negotiations had been in progress for six weeks with the New York State Motor Truck Association, the Motor Carrier Association of New York, and the Master Truckmen of America. The union's demands included wage increases averaging 30%, a reduction in the work week from 44 to 40 hours, the five-day week, and a two weeks' annual vacation for men who had put in 100 days of work. Against these demands the companies offered an increase of \$3.00 a week.

On the next to the last day of the contract, Mayor William O'Dwyer presented a compromise proposal of a wage increase of 18.5 cents an hour; a forty-hour, five-day week; and an annual vacation of one week for 135 days of work and two weeks for 175 or more days. These terms were rejected by both sides, and the first general trucking strike in six years began, with 2,000 operators, controlling 20,000 to 25,000 trucks, affected. Some estimates, however, show only 15,000 city drivers idle. The strikers in the city proper were joined, in a sympathy move, by 15,000 drivers in near-by New Jersey counties.

### Break in Deadlock

The first break in the deadlock came in the "Bohack plan," which called for a reduction in the work week from 44 to 40 hours, and an increase of \$7.40 over the amount formerly paid for forty-four hours (a rise of 31 cents an hour), was offered. This offer, which was made on September 14, by the H. C. Bohack Company, a food chain, was followed by a similar one made by Daniels & Kennedy, newsprint dealers. Each of these concerns employ approximately 110 drivers. The union soon reduced its demands to a group which were not very much different from this offer, although the big operators still remained firm against any increase more than the weekly \$3.00 originally offered. By September 18, employers of 4,715 drivers were reported to have signed contracts according to the Bohack plan, and by September 23, the Master Truckmen of America, representing two hundred operators, had signed agreements with the union, sending 2,500 to 3,000 more drivers back to work. Drivers of two other groups of big operators were still out on strike.

At first the signed-up drivers, traveling from New Jersey to New York, were forced to halt their trucks in New Jersey, but by September 26 the majority of New Jersey drivers had returned to work. The large proportion of drivers, however, are still not working and the city is still feeling the pinch of shortages in many ways.

A strike of 3,000 United Parcel Service employees started on September 13 as an outgrowth of the general trucking strike. Drivers had remained away



from their jobs previous to this time expecting intimidation from the general truckers. Later, they demanded full pay for the time thus lost. The dispute soon turned into a strike to further the demands of the Teamsters for wage increases. Deliveries from 375 department stores and specialty shops are being held up by the strike.

#### MUNICIPAL LABOR RELATIONS

On September 22, William O'Dwyer, New York's mayor, announced creation of a city-wide division of labor relations. Attached to his own office, it will attempt to follow "a long-range program designed to anticipate and prevent industrial strife in the city." It will be concerned with key industries and with relations between city employees and the city. The division will be headed by Edward C. Maguire, a long-time labor advisor for two mayors and who was until now deputy commissioner of the Board of Transportation.

In the same spirit Mayor Aloys P. Kaufmann, of Cleveland, issued invitations early in September to eighteen persons, six each representing labor, management, and public, to serve on a committee to prevent strikes. The group will not, however, be an official organization of the city.

#### PITTSBURGH IN THE DARK

Employees of the Duquesne Power and Light Company in Pittsburgh, Pennsylvania, went out on strike on September 24, following a long history of disturbed industrial relations. In February, 1946, when service was interrupted for nineteen hours, a straight increase of 18 cents an hour was won through arbitration, although the WSB later declared that the award was too large in seven of the nine employee classifications concerned.

On September 10, the union (the Independent Association of Employees of Duquesne Light and Associated Companies) called a strike to enforce its demands for thirty-two changes, including a 20% wage increase, a master contract covering nine groups of employees, profit sharing by the company of all profits over 6% a year, six more holidays, and additional pension and disability benefits. An injunction to September 13, which was later extended to September 24, was granted by the Common Pleas Court to the city two minutes before strike deadline so that the walkout lasted only one hour. The injunction instructed the Standard Gas and Electric Company and the Standard Power and Light Company, parent companies, to send directors to Pittsburgh to settle the strike through negotiation. In the city's petition for an injunction, it stated that a strike would "endanger the lives, health, safety, and well-being of our citizens . . . paralyze governmental, industrial, and civil life of this entire area." Hearings on the injunction were

called for September 24, but instead of awaiting the court's decision, 3,500 members of the union struck on the morning of the hearings. Supervisory employees manned the power plants, but, by September 26, output had dropped to 31% of normal. An area of 817 square miles, with a population of approximately 1,500,000, is served by the company. Hundreds of manufacturing organizations are located in the vicinity of Pittsburgh in addition to all the large steel mills.

Thousands of persons employed by industries dependent upon Duquesne Light for power were gradually laid off as their work diminished. Since maintenance workers are members of the union involved, local streetcar operators and bus drivers were added to the ranks of the strikers, further disrupting the normal activities of the city.

George L. Mueller, the union's president, was sentenced to a year in jail when he refused to call off the strike as being contrary to the court order. When the injunction was dissolved on September 26, he was once again released. Negotiations have been resumed with seemingly no greater success than was originally achieved. An added distraction is the fact that several hundred workers have banded together in a new union. The United States Employment Service offices estimated that 70,000 steel, factory, office, and department store employees were idle on October 1 as a result of the strike.

#### STRIKE SETTLEMENTS

A strike of 1,200 workers at the Outer Drive plant of the Briggs Manufacturing Company in Detroit on September 12 resulted in idleness for approximately 50,000 automobile workers at Chrysler and Packard plants. These automobile manufacturers are dependent for automobile bodies on Briggs, their largest manufacturer. The dispute was settled on September 21, with Packard and Chrysler calling back their employees within the next few days.

Several long-standing disputes were settled during the month, among them one of the longest strikes on record in the United States. On January 4 of this year, employees of the Phelps Dodge Copper Products Corporation went on strike in Elizabeth, New Jersey. Between 1,700 and 2,000 members of the United Electrical, Radio and Machine Workers of America (CIO) were affected. The settlement, made on September 7, gave the workers an 18.5-cent hourly wage increase, along with maintenance of membership and compulsory checkoff of dues. In addition, the strikers were awarded the normal 1946 vacation pay, although no work was performed, and each employee received a cash payment of \$75.

The strike was attended by a measure of violence. Several clashes occurred between striking and non-striking workers, and between other groups during



the eight months. The death of one man has been tentatively attributed to a shot received during skirmishes on July 30.

#### Allis-Chalmers

A conclusion was also drawn on the Allis-Chalmers Manufacturing Company's strike in Pittsburgh, Pennsylvania—thought to be the longest in the city's history. It started on March 22 when 1,100 members of UE-CIO walked out, demanding a 25% wage increase. After 178 days, they voted, on September 16, to return to work after having won a 13.5-cent hourly wage raise.

On September 19, the Springfield, Illinois, plant strike was settled when the Farm Equipment Workers (CIO) accepted a 13.5-cent increase. Five other Allis-Chalmers plants in other parts of the country remain idle as a result of unsettled strikes.

#### General Tire & Rubber

A strike at plants of the General Tire & Rubber Company at Akron, Ohio, Waco, Texas, and at the company's subsidiary, the Pennsylvania Rubber Company at Jeannette, Pennsylvania, was settled

after nine weeks, Waco employees gained 14 cents an hour and Jeannette workers 3 cents.

Only 5,200 workers were said to have been on strike but the settlements affected 57,000 workers in all. The strike was called by the United Rubber Workers (CIO) in protest against geographical differentials in rates.

#### BLS RELEASES

The latest official compilation of strike data is for August. Preliminary estimates by the Bureau of Labor Statistics show 500 new strikes starting in August, the largest number in one month since September, 1945. Both the number of workers involved and the total days of idleness reported showed slight increases. Workers involved in new strikes were 235,000 in August, as compared with 185,000 in July and 270,900 in August, 1945. Figures for man days of idleness resulting from all strikes were 3,425,000 in August, 3,300,000 in July, and 1,712,000 in August, 1945.

MARY A. WERTZ  
*Statistical Division*

## Employment in August

CIVILIAN employment, already above former peacetime levels, continued to climb upward in August. The number of persons holding civilian jobs this month was fully 250,000 above July, and almost 2 million above the corresponding month of a year previous. Employment in the nonagricultural segment jumped 500,000 during the month, reflecting gains in most of the major groups. Unemployment remained under 2 million.

#### BIG RISE IN MANUFACTURING

Gains in employment were registered in all the five basic industries, with manufacturing accounting for more than 50% of the over-all rise. The increase, which was equally divided between the durable and nondurable goods groups, reflected an upward trend in eighteen of the twenty major groups. The food and apparel industries paced the field with significant gains of about 50,000 each, while the iron and steel industry followed with an increase of over 40,000. Transportation equipment and the leather groups suffered declines. Despite the handicap of both material and labor shortages, construction employment expanded by over 125,000 during the month. Public utilities continued its trend upward with an addition of 20,000 persons, while 10,000 entered the mining

industry. The downward trend in transportation was reversed for the second consecutive month when an increase of 16,000 workers was reported. A slight decline occurred in the service industries, and the number of persons on government payrolls continued to be slashed.

#### THE YEAR'S RECORD

Between August, 1945, and August, 1946, there has been a shift in employment in the nonagricultural sector, reflecting the return to a peacetime economy. Gains have occurred in most major industry groups except manufacturing, transportation and government, which are below the levels existing before the end of the war. Manufacturing and transportation have lost 500,000 and 300,000, respectively.

A definite shift from durable to nondurable goods has characterized the manufacturing division. Considerable losses in the shipbuilding and aircraft industries were the chief factors in the decrease in durable goods employment. Except for the chemicals group increased employment occurred among all major groups of the nondurable goods division.

Offsetting the losses in employment are increases which have developed in other lines, chiefly in construction, and in trade and service activities which



had been unable to obtain an adequate supply of workers. Compared with a year ago, construction employment has expanded by more than 1 million.

### Employment and Unemployment<sup>1</sup> In Thousands

Distribution of Labor Force and Employment	1946			1945	1944
	Aug. <sup>1</sup>	July <sup>1</sup>	June	Aug.	Aug.
Unemployment.....	1,826	1,780	1,527	.....	.....
Excess of employment over economic labor force..	.....	.....	.....	6,728 <sup>r</sup>	8,709 <sup>r</sup>
Total employment.....	55,535	55,537	55,747	63,544	64,955
Agriculture.....	11,078	11,315	11,504	10,760	10,824
Forestry and fishing.....	183	180	180	170	182
Total industry.....	19,930	19,453	19,119	19,421	21,490
Extraction of minerals..	641	631	626	593	637
Manufacturing.....	12,703	12,410	12,247	13,198	15,367
Construction.....	2,450	2,313	2,186	1,408	1,453
Transportation.....	2,944	2,928	2,912	3,259	3,081
Public utilities.....	1,192	1,171	1,148	962	952
Trade, distribution and finance.....	8,168	8,140	8,148	7,403	7,366
Service industries (includ- ing Armed Forces).....	14,969	15,249	15,594	24,356	23,623
Miscellaneous industries and services.....	1,207	1,200	1,201	1,434	1,464

<sup>1</sup>Subject to revision

<sup>r</sup>Revised

Trade and services have each exceeded their August, 1945, levels by more than 650,000.

### WAR DISTORTION ELIMINATED

With the shifts that have occurred, much of the war distortion of the structure of employment has been eliminated. The distribution now by broad non-agricultural industry groups, although not a complete reversal to the prewar pattern, is not greatly out of line with that in 1929 and 1940. Further modification along these lines is expected.

### AGRICULTURAL EMPLOYMENT

A seasonal contraction of 237,000 persons during the month brought farm employment to a total of 11,078,000 in mid-August. Compared, however, with a year earlier, farm employment is 3% higher, and at the highest level for this period since 1943.

The shrinkage was largely owing to a shift this year in the seasonal harvest pattern. Aided by good weather, field work started earlier than usual, with most crops now ahead of their customary schedule. This fact permitted some jobs to be spread over longer periods and lessened the need for extra workers.

While hired workers registered a small gain, the number of family workers dropped more than 250,000 to total 8,296,000. Both family and hired workers are above the comparable level of last year.

ROSALYN D. SIEGEL  
Statistical Division

## Labor Press Highlights<sup>1</sup>

### See Monopolistic Danger

Calling attention to the increasing concentration of economic power during the war and since V-J day, the *Economic Outlook* (CIO) states that the monopolistic position of big business has become so powerful that "competition, a fundamental American institution, has been placed in jeopardy." It concludes that "in the light of present economic tendencies it may become necessary to give serious consideration to the suggestion that 'public control either through regulation or ownership' be explored as a means of curbing monopoly practices."

### AFL on Foreign Policy

Secretary Wallace's resignation will promote greater unity of thought and action in our government, according to Joseph Padway, chief counsel for the AFL, who declares that "seven million members of the AFL stand solidly united in support of a firm policy toward Soviet Russia." He also says that "communism offers no attraction to members of the AFL," that the AFL will resist all attempts of the Communists to take control by way of the trade union movement.—*Weekly News Service* (AFL).

### CIO on Foreign Policy

"Millions of Americans who had placed their hopes in the program of the late President" are protesting the ousting of Henry Wallace from the cabinet, reports the *UE News* (CIO). In a message to Mr. Wallace, UE leaders stated that "we support your recent criticisms of foreign policy of the Truman Administration and urge you to continue your fight for a policy of peaceful cooperation among the United Nations."

### Chides CIO on Portal-pay Stand

CIO President Philip Murray was "better late than never" in demanding portal-to-portal pay for CIO workers outside the mines, according to the *United Construction Workers News* (UMWA-District 50). "If the CIO had been really interested in winning union victories on an economic issue like this," observes the *News*, "it would have backed up the UMWA in its great struggle and it would probably have achieved by now what the UMWA has shown it how to obtain."

### Labor Backs Extension Plan

The Committee for the Extension of Labor Education has launched a nationwide drive to secure support for bills introduced in the last session of Congress to establish a Labor Extension Service in the Department of Labor. "The Committee has the support of the CIO, AFL and other labor groups," states the *CIO News*.

<sup>1</sup>From the September, 1946, labor press.



### *C.T.A.L. Support for Chinese Labor*

Pledging full support of the C.T.A.L. (Latin American Federation of Labor) for Chinese labor, President Vincente Lombardo has instructed affiliates to put maximum pressure on Generalissimo Chiang-Kai Shek, reports the *C.T.A.L. News*, to restore union liberties, to release arrested union leaders, and end the civil war, "so that the Chinese people may begin the stage of reconstruction. . . . If not, labor throughout the world will fight until the Chinese people have been enabled to achieve these aims. . . ."

### *Canadian Veterans Protest Strike Breaking*

More than 5,000 union World War I and II veterans protested against the importation of 700 provincial and federal police to break CIO strikes at the Westinghouse, Stelco and Firestone plants in Canada, the *UE News* (CIO) reports. "Threats of a general strike are heard from one end of the country to another," the article says, with the general citizenry and students lending their support to organized labor.

### *Sees 30-hour Week Ahead*

The 30-hour week is now within sight for the organized working man and will come when world peace is secure and America can harness modern inventions for the benefit of the people, says William Green, AFL President. He believes that "the 30-hour week will open up new opportunities for employment and for a fuller life for the working masses."

### *PAC Seeks Million Dollar Campaign Chest*

"All out for November 5" is the slogan of the new CIO-PAC campaign to raise a \$1 million to help clean the "Tories" out of Congress in the coming elections. Twenty-five million leaflets, mobilization of CIO members in forty-five meetings in key areas, and an ambitious radio and newspaper publicity program have been mapped by the PAC Executive Board.—*UE News* (CIO).

### *Sees Labor in Clutches of "Burrocrats"*

"One year after the war's end the economy of the nation is still in the hands of the government burrocrats," states an editorial in the *United Mine Workers Journal* (AFL), and "the burrocrats can still determine the worker's right as a union man." Organized labor must overcome the cross currents within its movement and call for "genuine, honest, American union leadership, free from taint of any isms or foreign ideologies." It must also hold the line on wages and defeat candidates for Congress who fail to come out "for free labor and genuine, free collective bargaining."

### *Asks Three-way Council*

Asking that "government domination of the true spirit of collective bargaining stop," the Executive Board of the UAW-AFL has requested President Truman to set up "a committee composed of the Secretaries of Labor, Agricul-

ture, and Commerce for the purpose of calling together recognized leaders of industry, labor and agriculture to participate in the formation of a permanent National Economic Security Council free from government interference or participation."—*AFL Auto Worker*.

### *Japanese Unions Merge*

Representing 1,600,000 workers, the congress of Japanese Industrial Unions plans to apply for membership in the WFTU. The objectives of the new organization are the 40-hour week, unemployment insurance and the elimination of "colonial" working conditions.—*Dispatcher* (ILWU-CIO).

### *Unions To Educate Youth*

Since high schools do not prepare their graduates for the social responsibilities that rest upon them once they take their place as wage earners, the unions must bring youth into the labor movement, states an editorial in the *Dispatcher* (ILWU-CIO). "Education of union members for leadership of tomorrow must begin early," according to the editorial, since most children after leaving high school either lack the funds to continue their education or are not prepared to do anything but completely unskilled labor in specialized industries.

### *Southern Campaign Succeeding, Green Says*

"The AFL campaign to enroll one million unorganized Southern workers has shown a registration of 150,000 new members," declared William Green at the convention of Brotherhood of Sleeping Car Porters. Pointing out that two thirds of American Negroes are forced to exist under substandard conditions, Mr. Green pledged the full might of the AFL to rectify their plight reminding the union that one million Negroes are already members of AFL affiliates.—*Weekly News Service* (AFL).

### *Sees Many Reds in Government Unions*

Communist infiltration into American labor is especially serious in the case of government unions, declares William C. Doherty, Vice President of the AFL and president of the National Association of Letter Carriers.—*Weekly News Service* (AFL).

### *American Labor Key to World Prosperity*

Many labor leaders do not understand that United States labor is the chief hope of the world, Daniel Tobin, president of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers (AFL), asserted in a Labor Day address. "If they succeed in kicking this country into a disastrous depression, the rest of the world sinks with us." He also said that he believes that "labor can save the United States from inflation if it stays on the job," a measure that "will do much towards stabilizing conditions throughout the world."—*The International Teamster* (AFL).

W. P. B.



## Management Reading

"Wanted: Mature Labor Leaders," by Benjamin M. Selekmán, *Harvard Business Review*, Summer, 1946. Persons calling for greater maturity in labor leaders usually do so in terms of "exhortation or denunciation," says Professor Selekmán, who believes that these critics would be more lenient if they had a better conception of the pressure union members exert upon their leaders. Another factor influencing the behavior of union leaders is the extent to which they believe management has accepted the principle of collective bargaining. Professor Selekmán, who believes that that acceptance is widespread, tends to ignore the contrary opinion held by many leaders throughout the labor movement. Some of those leaders on their part are not always aware of the fact that it is possible for an industrialist to oppose the labor union principles of one union but be in favor of the labor philosophy of another.

In a paragraph comparing union members with stockholders, the author states that the leaders of each group are "judged by their success in profitable operation." Management attains success for its stockholders through profitable operations, and the union officials' gauge of success, says the author, is "wage increases and shop gains." Labor leaders have had to battle to make gains, says Professor Selekmán and "the same dynamism of protest animates accepted unionism that animated unionism when it was struggling for acceptance."

A chapter on "Achieving Peace Through Conflict" states that the labor leader "must recognize that peaceful advance is now his goal. . . . This is a crucial change in deed, and far easier to prescribe than to accomplish."

The desire on the part of labor leaders to retain their positions, to keep the membership intact and the ever-

present clashes between and within unions are "feared as a greater danger to evolving collective relations than any other single factor." Some labor leaders, in both the CIO and AFL, disagree, saying that the danger of "enemies of labor" uniting against organized labor is more to be feared than jurisdictional strife.

Professor Selekmán's proposals to "capitalize upon this opportunity for improved relations" are:

1. "An accepted union must modify, even for fighting purposes, the very 'language system' which it has inherited from the struggle for recognition."

2. "In all phases of collective bargaining a union must adopt carefully discriminatory approaches toward dealings with individual companies in each industry. This is called for by the variety of employer attitudes characteristic of transition."

Educating union members and the "left-wing influences" within unions are factors also discussed by the author. This article: "Wanted: Mature Labor Leaders" is concluded with the phrase "Wanted: Mature Managers."

A. A. D.

"Freedom within Management," by William B. Given, Jr., *Harvard Business Review*, Summer Number, 1946. It is the author's belief that there is a strong trend toward decentralization of management. He is concerned with the development in which management people all along the line will be given "a stimulating feeling of personal freedom: freedom to venture into new and untried paths, freedom to take risks, freedom to fail." He envisions the job of the executive as one of setting the sights; and of acting as coach while his subordinates carry the ball.

W.W.M.

"How Workers and Management Stand on Labor Controls," *Factory Management and Maintenance*, July, 1946. The article declares that the vetoing of the Case bill was an "Administration mistake." The attitude of workers on labor controls through legislation is indicated through personal interviews and a mail survey of management opinion. A. A. D.

## Wage-increase Announcements<sup>1</sup>, August 15 to September 22, 1946

Source: Daily Press and Various Periodicals (Details of application of increase to wage rate not available unless otherwise specified)

Company	Location	Amount of Increase	Number Affected	Remarks
<b>Building Materials and Trades</b>				
*Building trades.....	Cleveland, O.	12½¢/hr.	....	WAB approval for bricklayers, electricians, lathers and plasterers. New rate \$2.12½/hr.
*Building Trades Employers Association.	Milwaukee, Wis.	15¢/hr.	....	Plumbers' new rate \$2/hr. Retroactive 7/25/46
*Contractors Association.....	Louisville, Ky.	10-15¢/hr.	450	(Teamsters-AFL)
*Electrical Contractors Association....	Duluth, Minn.	20¢/hr.	....	(Bricklayers-AFL)
*Thomas Somerville Company.....	Washington, D. C.	18¢/hr.	100	(Electrical Workers-AFL)
		10¢/hr.	50	New scale 97½¢/hr., shippers and counter-men; 85¢/hr., laborers and helpers. (Longshoremen and Warehousemen-CIO)
*Universal Atlas Cement Company.....	Hannibal, Mo.	15¢/hr.	....	(Cement, Lime and Gypsum Workers-AFL)



# WAGE-INCREASE ANNOUNCEMENTS<sup>1</sup>, AUGUST 15 TO SEPTEMBER 22, 1946—Continued

Company	Location	Amount of Increase	Number Affected	Remarks
<b>Chemicals, Drugs</b>				
Baker Castor Oil Company.....	Jersey City, N. J., Bayonne, N. J.	18¢/hr.	500	Also 5¢/hr. shift differentials, 30-day vacations for returned veterans. (Ind.)  (Firemen and Oilers-AFL) Paid vacations and holidays. (Cosmetic Soap and Perfumery Workers-AFL)
*Liquid Carbonic Corporation.....	Detroit, Mich.	20¢/hr.	50	
Wall Chemical Company.....	Louisville, Ky. New York, N. Y.	11¢/hr.	....	
*Ohio Falls Dye Works.....		\$3.50/wk.	....	
*Pinaud Company.....				
<b>Communications</b>				
Mackay Radio & Telegraph Company...	New York, N. Y.	\$6-\$12/wk.	4,000	35 hr. work week; retroactive 1/1/46 at Commercial Cable, 2/1/46 at Mackay, 8/1/46 at RCA. (ACA-CIO)
Commercial Cable Company.....				
RCA Communications.....				
<b>Electrical Products</b>				
*Admiral Radio Corporation.....	Chicago, Ill.	15¢/hr.	200	New minimum \$1.20/hr. (Teamsters-AFL)
*Sonotone Corporation.....	White Plains, N. Y.	5½¢/hr.	500	Retroactive 7/1/46. 15-minute paid lunch time, 90-day reopening clause; total 18½¢/hr. since 11/45. (UE-CIO)
*Sylvania Electric Company.....	Various	18½¢/hr.	12,000	Union shop, 2-week vacation for three years' service; holiday, grievance and seniority provisions. (UE-CIO)
<b>Food</b>				
*Associated Bakers of Greater Chicago..	Chicago, Ill.	\$6/wk.	800	42-hr. week. (Bakery and Confectionery Workers-AFL)
*Bakeries (6).....	St. Louis, Mo.	\$12/wk.	50	5¢/hr. night premium. (Bakery and Confectionery Workers-AFL)
*Bakeries (8).....	Philadelphia, Pa.	18½¢/hr.	1,800	New scale \$1.18½¢/hr., journeymen bakers; 96¢/hr., unskilled workers (male); 74½¢/hr., unskilled female workers. (Bakery and Confectionery Workers-AFL)
*Belle Center Creamery and Cheese Company	Bellefontaine, O.	7½¢/hr.	....	Hourly employees and working foremen. 32% total increase since 1943
*Breweries (7).....	Milwaukee, Wis.	\$7/wk.	4,500	(Brewery Workers-CIO)
*Drewry's Limited U.S.A. Inc.....	South Bend, Ind.	13½¢/hr.	....	New scale \$1.23-1.38/hr. (Teamsters-AFL)
Empire Foods, Inc.....	Auburn, N. Y.	21% 23%	....	Truck drivers Warehousemen (Teamsters-AFL)
*Fruit packers.....	Yakima Valley, Wash.	15¢/hr.	3,600	First increases since 8/44
*C. A. Will Dog Food Company.....	St. Louis, Mo.	50¢/hr. (average)	....	(Meat Cutters and Butcher Workmen-AFL)
<b>Glass</b>				
Hazel Atlas Glass Company.....	Various	11½¢/hr.	....	Retroactive 9/1/46. Double time for holidays
John E. Kemple Glass Works.....	East Palestine, O.	12%	18	27.2% average increase over hourly base rates since V-J day
*Owens-Corning Fiberglas Corporation.	Newark, N. J.	(See remarks)	....	
<b>Heat, Light and Power</b>				
*Peoples Gas Light & Coke Company...	Chicago, Ill.	5-9¢/hr.	1,800	Retroactive 5/1/46. (Gas Workers-AFL)
<b>Lumber and Products</b>				
Louis Bullock Lumber Company.....	Block, Tenn.	48¢-\$1.48/ day	....	New minimums \$7.03-\$9.48/day. Paid vacations, union shop and checkoff. (UCW)
*Edison Wood Products Company.....	New London, Wis.	10¢/hr.	....	(Upholsterers-AFL)
Upholstered Furniture Manufacturers' Association	New York, N. Y.	20¢/hr.	3,000	9 paid holidays. (United Furniture Workers-CIO)
<b>Metals and Products</b>				
Acme Machine Tool Company.....	Cincinnati, Ohio	5-28¢/hr.	....	(UCW)
*Cameron Manufacturing Corporation..	Emporium, Pa.	12¢/hr.	200	5¢/hr. granted 12/45. 4 paid holidays, 1-2 week paid vacations. (UE-CIO)
Louis Cohen & Son.....	Huntingdon, Pa.	7-12¢/hr.	....	1-2 week paid vacations, \$5-25 Christmas bonuses. (UCW)
*Consolidated Steel Corporation.....	Orange, Texas	18¢/hr.	....	Retroactive to 12/45. (Office Employees-AFL)
*Granite City Steel Company.....	St. Louis, Mo.	21¢/hr.	175	Affecting machinists only. Ends 5-month strike. 10½¢ of increase retroactive for period 1/1-21/46. (International Association of Machinists)
*Lyon-Raymond Corporation.....	Greene, N. Y.	14% (approx.)	....	Reduction in work week to 50 hours. 6 paid holidays, 2-wk. vacation for 1-year service, 2 10-minute rest periods, group insurance
*Maumee Malleable Casting Company..	Toledo, Ohio	15¢/hr.	....	(Molders and Foundry Workers-AFL)
*Oneida, Ltd.....	Sherrill, N. Y.	10¢/hr.	3,000	Over-all average increase 20% since V-J day
Phelps-Dodge Copper Products Corporation	Elizabeth, N. J. Fort Wayne, Ind.	18½¢/hr.	2,000 600	Minimum wage for men, 96½¢/hr.; women, 86½¢/hr. Wage reopening clause, maintenance of membership, retroactive pay of \$75 to cover holidays, other fringe adjustments
Tomke Aluminum Company.....	Baltimore, Md.	7½¢/hr.	....	(UCW)
<b>Paper</b>				
International Paper Company.....	Various	5¢/hr.	3,500	Effective 9/16/46. Total 20¢/hr. increase since 8/45. (AFL)
(Book and Bond Division)	New York and Pennsylvania	8½¢/hr.	18,800	Effective 7/10/46. New base rate 86½¢/hr. (Paper Makers, Pulp and Sulphite Workers, Electrical Workers, Carpenters and Joiners, Firemen and Oilers-AFL; Machinists-Ind.)
*St. Regis Paper Company.....				
West Virginia Pulp & Paper Company...	Mechanicsville, N. Y.	6¢/hr.	....	\$10-15 Christmas bonus. Effective 10/1/46. Total 22¢/hr. increase since V-J day. (District 50-UMW-AFL)



# WAGE INCREASE ANNOUNCEMENTS<sup>1</sup>, AUGUST 15 TO SEPTEMBER 22, 1946—Continued

Company	Location	Amount of Increase	Number Affected	Remarks
<b>Printing and Publishing</b>				
Courier-Express.....	Buffalo, N. Y.	\$12-13/wk.	240	New scale \$74/wk. day shift; \$78/wk. night shift. (ITU-AFL)
Evening News.....				
*Printers.....	Rahway, N. J.	25½¢/hr.	....	Work week shortened to 35 hrs. (ITU-AFL)
*Newspapers.....	Sandusky, Ohio	\$8/wk.	....	Printers. Also new vacation clause, 2-week sick leave, 2-week severance pay
<b>Rubber</b>				
*I. B. Kleinert Rubber Company.....	Long Island City, N. Y.	15% (average)	....	Reduction in vacation eligibility requirements to three years' service for 2-week vacation, 6 paid holidays, 5¢/hr. and 10¢/hr. shift differentials. (Rubber Workers-AFL)
Martin Brothers Elastic Company.....	Middlesboro, Ky.	5-10¢/hr.	400	(United Construction Workers)
United States Rubber Company.....	Detroit, Mich.	7½-12½¢/hr.	400	From changes in job standards. (URW-CIO)
<b>Textile and Allied Industries</b>				
*Alexander Company.....	Reading, Pa.	16% (average)	....	Closed shop, paid vacations. (Hat Workers-AFL)
Alma Knitting Mills, Inc.....	Gloversville, N. Y.	5%	....	73¢/hr. minimum. 1-2 week paid vacations, and other fringe benefits. (TWUA-CIO)
Brookside Mills, Inc.....	Knoxville, Tenn.	8¢/hr.	1,270	Retroactive 8/1/46. 65¢/hr. minimum. (TWUA-CIO)
*Burlap Employers' Association.....	New York, N. Y.	11¢/hr.	500	5 paid holidays, 2-week paid vacation, group insurance. (TWUA-CIO)
*Dolphin Jute Mills.....	Paterson, N. J.	15¢/hr.	300	New minimum for piece and time workers 73¢/hr. Total 18½¢/hr. increase since 9/45. (Hosiery Workers-CIO)
*Full Fashioned Hosiery Manufacturers Association	Various	6¢/hr.	12,000	Knitters, machine and sewing fixers
Gibbs Underwear Company.....	Philadelphia, Pa.	18¢/hr. 10¢/hr.	500	All others (TWUA-CIO)
Horrocks-Ibbotson Company.....	Utica, N. Y.	9¢/hr.	....	Group insurance. (TWUA-CIO)
*Hercules Trouser Company.....	Columbus, Ohio	10%	....	Piece and hourly rated employees
*LaFayette Cotton Mills.....	LaFayette, Ga.	15½¢/hr.	300	70¢/hr. plant minimum. (TWUA-CIO)
Leather glove manufacturers.....	Fulton County, N. Y.	5%	6,000	Retroactive 7/15/46
Middletown Footwear Company.....	Middletown, N. Y.	15%	93	6 paid holidays. (Shoe Workers-CIO)
*Union-Made Garment Manufacturers Association	Various	5.4%	....	Effective 8/5/46. 10% previously granted 2/46. Paid vacations and holidays. (Garment Workers-AFL)
*Velvet Textile Corporation.....	West Haven, Conn.	12¢/hr. 10¢/hr.	....	Loomfixers
<b>Tobacco</b>				
D. Emil Klein Company.....	New York, N. Y.; New Jersey	12½¢/hr.	600	All others. 5¢/hr. additional 11/46. Effective 8/12/46. (TWUA-CIO)
<b>Transportation</b>				
*Longshoremen.....	New Orleans, La.	15¢/hr.	8,000	Second round. (ILA-AFL)
*North Shore Bus Company.....	Flushing, N. Y.	To 15¢/hr.	685	Maximum rate for drivers \$1.10/hr.; company-paid group insurance premiums, 7-day sick leave at half pay, reduction in work week to 44 hrs. (Street, Electric Railway and Motor Coach Employees-AFL)
North Shore & Milwaukee R. R.....	Chicago, Ill.	18½¢/hr.	500	(Street, Electric Railway and Motor Coach Employees-AFL)
Poughkeepsie & Wappinger Falls Electric Railway Company	Poughkeepsie, N. Y.	15¢/hr.	50	New rate \$1/hr. for drivers and inside men. (Bus Drivers-AFL)
Shipping companies.....	San Francisco, Cal.	10½¢/hr. (average)	....	Maintenance men. (ILWU)
*Street Railway Company.....	San Diego, Cal.	15½-26¢/hr.	....	(Electrical Workers-AFL)
<b>Miscellaneous</b>				
Bank of the Manhattan Company.....	New York, N. Y.	10%	....	Retroactive 7/1/46. Salaried employees, other than officers. 12-15% previously granted 1/1/45
*East Peoria Elevator Company.....	Peoria, Ill.	18½¢/hr.	....	(Grain Elevator Workers-AFL)
*M. A. Ferst Company.....	Atlanta, Ga.	5-15¢/hr. 5¢/hr.	....	Male employees
*Gorham Company.....	Providence, R. I.	10%	....	Female employees (RWDSU-CIO)
Hotels and Nightclubs.....	New York, N. Y.	20%	1,500	(Jewelry Workers-AFL)
*Laundry associations (3).....	Detroit, Mich.	14½%	....	(Musicians-AFL)
Montgomery Ward.....	Baltimore, Md.	10¢/hr.	3,500	(Laundry Workers-AFL)
Motion picture producers.....	New York, N. Y.	\$8-15/wk.	3,000	Office employees and screen publicists. (UOPWA-CIO)
Musicians.....	Philadelphia, Pa.	25%	....	New scale \$46 to \$90/wk. (Musicians-AFL)
Restaurants (1,000).....	Detroit, Mich.	50¢/day	10,000	Nonkitchen employees. (Hotel & Restaurant Employees Alliance-AFL)
Schranz & Bieber Company.....	New York, N. Y.	\$8/wk.	100	Closed shop, reopening clause. (Wholesale and Warehouse Workers-CIO)
WMCA (radio station).....	New York, N. Y.	\$8-10/wk.	60	Union shop, \$30 minimum for beginners. (Radio Guild, UOPWA-CIO)
F. W. Woolworth Company.....	New York, N. Y.	\$12/wk.	325	Warehousemen. \$43-53 weekly minimums, employer-financed group insurance plan. Increase retroactive 7/8/46. (Wholesale and Warehouse Workers-CIO)

<sup>1</sup>Includes salary-increase announcements

\*August, 1946, increases not included in previous issue.